IN THIS ISSUE

National Executive Council	...	*Page* 307
Defence of Status	... ...	„ 311
Centenary Celebrations	...	„ 312
Debating Standard at Conferences		„ 318
Salaries and Service Conditions		„ 322
Selection of Officers	... ...	„ 326

Local Government Service

No. 11 NOVEMBER, 1935 Vol. XVI

THE HISTORY OF LOCAL GOVERNMENT

ITS VALUE TO THE PRESENT-DAY OFFICER

By C. A. CROSS, Medical Officer's Department, Birkenhead

PRESENT activity in almost all directions is influenced by the experience of the past. It may be that it is the experience of others which influences our actions, or it may be our own experience. There are things we do because we know the result will be something desired. We know this result is inevitable, not perhaps because we know the scientific explanation of the matter, but because we know that under the same conditions at some time previously a similar action had produced a similar result.

It is clear, therefore, that if our activity in any direction is to be satisfactory, there must be in addition to foresight and initiative and a grasp of the present situation, a knowledge of past experiences in the subject. It is very often the case that the present situation is due to the work and influences of the past and it is therefore necessary to consider the past in order to understand fully the present position of things.

There are many difficulties and problems in public administration. The final decision in these matters rests with the elected representatives of the community, but it is the duty of the Councils' officers to consider fully the details and workability of the Councils' schemes, and indeed, it is very often the case that the whole idea, the planning of details and the organising, come originally from municipal officers.

The Municipal Corporations Act of 1835 brought a radical change in local government administration, and it is from this time that the system as we know it to-day really began. Before this Act local government was in a sadly decayed condition and was often very corrupt. The administrative arrangements were fitted only for a rural community and even then they were inadequate. But with the concentration of population into the great industrial centres the system became impossible and reform was inevitable. Out of 237 boroughs, 186 were self-elected, 25 were elected and 26 boroughs had no councils at all. Estates were often managed for the benefit of the freemen, who formed a small minority of the town's inhabitants.

Penalty of Pioneering

In Portsmouth in 1833 there were 102 freemen out of a population of 46,000. Rates were only supplementary revenue to the revenue from property, market dues, citizenship fees, etc. The most important functions of the present day councils were undertaken by special bodies, each entitled to levy a rate. Among such were bodies for the care of poor, for the provision of water supplies, for the watching of the town. Different parts of Bath were under the care of different watch authorities, and one part of this city was not watched at all.

The Act of 1835 brought about a complete change in local government, and, as is usually the case, it had to pay the penalty of pioneering by unfortunate errors, omissions and mistakes. It is in the study of these that the officer of to-day can find guiding principles in his work.

The supply of water is to-day regarded as a very important part of municipal activity. A hundred years ago it was hardly thought of. But the excessive charges and the deficient services rendered by the water companies made municipalisation inevitable. It was a long and tedious business for the water companies fought hard for their independence, and impossible figures were demanded for the surrender of control.

The supply of gas was first undertaken by private enterprise, but it was again seen that either the companies were to be strictly regulated or that the undertakings had to be municipalised. Not only had prices to be reasonable, but the excavation of roads for piping purposes had to be regulated. Again in many cases there were hard fights between the corporations and the companies, but the lessons of water supply had in part been learned and charters were often given to companies with the proviso that the Council should be able to purchase the undertaking outright after a period at a determinable figure.

Municipal Undertakings

The lessons from local government history were heeded when electricity came into use. It had been seen that undertakings such as water and gas that supplied essential services or commodities which were in general demand and could only be supplied under monopoly conditions and which required the disturbing of road surfaces were most efficiently carried on by municipal corporations. In consequence, Parliament passed Acts to facilitate the setting up of municipal electricity undertakings. In the 'eighties it was clear that the supply of electricity was akin to the supply of water and gas, and legislation was passed to enable municipalities to set up electricity undertakings or to take over such undertakings which were then in the hands of private enterprise after the expiration of a period of time.

Mr. Chamberlain was then the President of the Board of Trade and his experience in municipal work had taught him the expediency of the municipalisation of the supply of services in very general use. He has been three times Mayor of Birmingham. The progress of Birmingham had been slow compared with that of such cities as Glasgow and Liverpool. It did not obtain incorporation until the late 'thirties and did not take over the supply of water until 1869 when the health of the town's population had sunk very low indeed and when the death rate soared. But under the leadership of Chamberlain and other enterprising leaders, Birmingham endeavoured to make up for lost time. A School of Art was established, water and gas supplies were taken over, and the first great scheme for slum clearance was successfully undertaken.

It is clear that the experience of the past stood the President in good stead when he framed legislation to cover the new electrical industry. It is said that he went too far, and set such limits to private enterprise that there was not sufficient inducement to private enterprise to engage in the setting up of undertakings. Some inducement was necessary, for as the industry was as yet in its initial stages, many municipalities would not engage in the experimental work.

This fact would seem to indicate that it is unwise for a municipal corporation to experiment on a large scale. There must be sufficient inducement to private enterprise to begin the work. Birmingham have a municipal bank, but before this activity was engaged in the principles and theory of banking had been learned from the joint stock banks.

This principle was followed in the matter of local transport services. After 1870 a company which provided tramway services was only given a limited life, the Corporations being able to buy the companies outright after a period of time.

From these historical facts the officer of to-day may conclude that monopoly services under conditions mentioned above can be most efficiently operated by municipalities. If no provision is made for the taking over of such undertakings by municipalities, and if this is later desired, very serious difficulties will arise in the matter of appropriation.

It is noticeable that municipal activity was not usually first agreed upon by all Councils, then sanctioned by Parliament, and then simultaneously put into operation. One municipality commenced in a small way on a certain line of action. The advantages and disadvantages after a time became apparent. When the scheme seemed successful, other municipalities followed suit, amending the original scheme to avoid errors which had become clear, and improving upon it and adapting it to the needs of the locality.

Public Health

In this way Liverpool appointed the first full-time medical officer and opened the first public baths and wash-houses. Manchester set the pace in the matter of free libraries and art galleries, and it was the home of agitation for sanitary reform. Birmingham undertook a great slum clearance scheme in the 'seventies, although in this connection originality may be claimed by Liverpool, who were given powers under the 1864 Liverpool Act. History and experience have again and again proved a valuable aid to the administrator.

The development of the public health service in its early days was not in the main a result of initiative and enterprise but the result of the force of circumstances that made action imperative. To a few thinkers like Chadwick it was clear that unless a regular and pure water supply was available to every householder, and that unless there was an adequate system of drainage and sewage disposal, the health of the people was in great danger. Sewage oozing down the middle of narrow streets and cesspools with open grids close to house doors were very clearly demoralising and incalculably injurious to health and efficiency.

Yet it was not these conditions which brought

(*Continued on next page*)

THE HISTORY OF LOCAL GOVERNMENT

(*Continued from page 305*)

about the first efforts towards catering for the public health. A still greater stimulus was required, and this took the form of attacks of the terrible cholera scourge which made its first appearance in England in 1831. The rumour that an attack was sweeping across Europe was sufficient to provoke public action in sanitary matters.

Until 1929 the care of the poor was not entrusted to the municipal corporations but to Boards of Guardians. The poor have been treated separately and in this way some degree of stigma has settled upon them. It has brought about a duplication of services and a consequent waste of money. There have been both poor law medical services and public health medical services, and even now there is some overlapping. Hospitals and institutions built by the Boards of Guardians could well have been used by self-supporting citizens as well as paupers, and in fact in later years this has been done, though without legal sanction.

Omnibus Councils

The study of history has shown that social services are more efficiently carried on by omnibus councils than by *ad hoc* bodies. Co-ordination is much easier when the various services are under one authority. This fact is illustrated in the development of education. By the Act of 1870, if there were not sufficient voluntary schools in a district, a school board had to be set up, but under the 1902 Act the responsibility for general education was handed over to the municipalities.

A distressing lack of interest in the work of such *ad hoc* bodies is revealed by the small percentage of electors who troubled to register their votes at the elections—on an average 25 per cent. of the electors eligible to vote for the Guardians did so. The Poor Law Commission of 1905 unanimously recommended the transferring of the duties of the Boards of Guardians to local authorities, but this was not done until 1929. The Commission found the standard of ability of the average Guardian was not high; that the increase in expenditure was out of proportion to the increase in recipients; that the business was mismanaged; and that much distress was left untouched by the Guardians. They found that as the administrative areas of the Guardians were not the same as those of the municipalities serious overlapping of functions had occurred.

It has been found from experience that omnibus bodies are more efficient than *ad hoc* bodies, especially when the problem is a social one. The knowledge of this historical fact would be of assistance to the administrator if a new social service was to be brought into being.

In the matter of Education a problem which continually arises is the religious question. History shows us that a difficulty in the establishment of a general education system was the difficulty of satisfactorily settling the differences of opinion which exist between the different sections of the Christian Church in the matter of education. There are sections which have an objective interest in the education of the child and seek to have their particular views impressed upon the child mind at school, believing that such impressions have lasting qualities.

Opinions on Education

Schools were established at the end of the seventeenth century by the Society for the Propagation of Christian Knowledge for the express purpose of teaching the children to read the Bible and catechism. The respective merits of education founded on a religious basis and a secular basis were put forward by two main societies in the first half of the nineteenth century, and clearly showed the divergent opinions on the subject. There was the British and Foreign Schools Society, founded in 1808 by followers of Joseph Lancaster, supported mainly by Nonconformists, which had no religious leanings. The other body was the National Society for the Education of the Children of the Poor in the principles of the Church of England. The title indicates its denominational basis. Both these societies employed the monitorial system which was so severely criticised by the Education Committee of 1845.

Just prior to the passing of the 1870 Education Act there were two bodies representing the two different schools of thought. The Education League desired unsectarian schools; the Education Union urged the continuance of the voluntary system of schools which included definite religious instruction in the curriculum.

Consequently when Mr. W. E. Forster, the Vice-President of the Council in Gladstone's cabinet, a Quaker by persuasion, introduced the Education Act of 1870, he had to give serious consideration to the religious difficulty. The part of the Act dealing with religious instruction effected a compromise. In voluntary schools denominational religious instruction could be given, though parents could withdraw their children from these lessons if they so desired. In rate supported schools religious instruction was to be purely unsectarian.

Since the passing of the 1870 Act there has been a steady movement towards greater friendliness and co-operation between the Nonconformists and the Church of England, as for example the opening of the Universities of Oxford and Cambridge to non-Anglican students. Consequently it might be urged that the religious question now presents no problem to the educationalist.

Voluntary Schools

But again in 1902, on the passing of the Education Act of that year, controversy arose. The Act provided, amongst other things, that the maintenance of voluntary schools should be a charge on the rates, the cost of structure, renewals and repairs being a charge on the body in whose interests the school was established. There was much opposition from the Nonconformists, who have never indicated that they desire anything but purely unsectarian education for their children. There are about 11,000 voluntary schools now in existence and these are run in the main in the interests of the Church of England and the Catholic Church, approximately 9,000 belonging to the former and 2,000 belonging to the latter. After a short while the hostility of the Nonconformists diminished considerably, until to-day there is little complaint from them.

Again the religious problem arose when it was recently proposed to raise the school-leaving age from 14 to 15 years. The religious bodies put forward a scheme for assistance to enable them to extend their existing premises to meet the proposed new conditions, and it was this problem which contributed largely to the dropping of the proposed legislation.

From this example it is evident that the study of local government history is of advantage to the administrator, for it shows that a certain problem has existed in the past; that that problem is existent to-day; that efforts have been made to solve the problem, mainly by compromise. It shows the success or otherwise of the solutions put forward and provides a practical basis for present activity.

The Unemployment Act of 1934 has so far met with a measure of failure, and as this legislation in part concerns local authorities it may provide the public administrator in local government with practical lessons. This Act set up the Unemployment Assistance Board, a statutory body entrusted with the duty of granting doles to the able-bodied unemployed who were not eligible for benefit from the Unemployment Insurance Fund. Previously relief was granted by the Public Assistance Committee. Under the 1934 Act the work of assessing the amount of relief to be given was taken out of the hands of local committees and given to a central board quite free from ministerial and direct Parliamentary interference. It was generally agreed that the burden of the able-bodied unemployed should be national, not local.

There was a great outcry against the Board and much dissatisfaction was expressed by the recipients of the doles granted by it. Previously a man could state his case before a local committee and the amount of his relief was determined after a personal interview, but under the U.A.B. an elaborate set of rules made the decision as to the amount of relief mechanical. No provision was made for slight adjustments to the needs of the individual which defy tabulation. The Tribunal set up to deal with complaints is hard to reach and has limited powers.

In criticism of the Act and in explanation of its failure it has been urged that bodies on lines of the public utility corporation should only be set up to deal with purely technical matters such as broadcasting, the assessing of Treasury grants to the universities, the supply of electricity for very wide areas and the provision of port and harbour facilities. In such matters Parliament is an inexpert body to deal with details and problems and the subjects do not lend themselves to Parliamentary debate. Purely social problems, on the other hand, should preferably be dealt with by local committees under the direction of the local authority, final and ultimate authority resting with a Government department under a Minister who is answerable to the House of Commons.

Assessing of Relief

It has been suggested that much dissatisfaction could be eliminated if the assessing of the amount of relief was undertaken by local committees. Though this Act is perhaps too recent to be a matter of historical survey, yet one fact appears inevitable, namely, that the local omnibus council is more fitted to administer a purely social service than is the *ad hoc* body. Later developments will show whether the apparent return to the *ad hoc* principle is a progressive step or not.

It is possible, however, to rely unduly on past experience. The belief that given actions will produce certain results at any time or place may be fallacious. Full consideration must be given to the circumstances and conditions under which previous experiments have been made. Because in the middle of the last century it was not possible to introduce a system of free compulsory education it does not mean that it is not possible to-day, as history itself shows. In this case conditions were vastly different. Religious difficulties were almost insuperable. Administrative facilities were lacking, and indeed it was not generally appreciated that universal education was necessary or even beneficial. If idealists of the day thought of a system of general education it is hardly likely that their imagination could conceive of the vast and complicated system such as exists to-day which provides medical and dental inspection, treatment of minor ailments, meals for necessitous children, school camps, schools for the deaf and the mentally deficient.

A Guiding Principle

It is often said by critics that local government is dominated by adherence to old established principles, customs and tradition. If we look for inspiration only in the past then this criticism may be a just accusation. A representative committee recently sat to consider the advisability of establishing a system of municipal midwifery, either by taking the work away from private midwives or by bringing them into the full time employ of municipal councils. In considering this scheme it must not be argued that because such a thing has never been done that it is inexpedient. The principle is new, though perhaps the details of its administration can be decided by recourse to past experience.

In conclusion, it may be said that the study of the history of local government is beneficial to the local government officer in that it indicates the effect which given lines of action will have, due consideration having been given to possible changes in place, circumstance and time. Precedent must be a guiding principle, but not a golden rule. Initiative and enterprise must be tempered by experiences of the past.

NATIONAL EXECUTIVE COUNCIL

REPORT OF PROCEEDINGS AT QUARTERLY MEETING

THE quarterly meeting of the National Executive Council was held on Saturday, October 19, at the Headquarters of the Association, 24 Abingdon Street, Westminster, London, S.W.1, when the following members were present: H. Allen, A. G. M. Archibald, J. T. Baker, W. A. N. Baker, H. Begg, A. G. Bolton, J. Chaston, G. W. Coster, A. B. Day, F. R. Finch, T. Freeman, A. A. Garrard, J. E. Gee, V. Grainger, F. W. Green-halgh, D. L. Griffiths, F. A. Harrod, P. H. Harrold, G. Llewellyn, W. E. Lloyd, F. V. Merriman, H. Morris, C. Newman, T. Nolan, A. Denton Ogden, A. Pinches, E. L. Riley, C. A. W. Roberts, J. W. Singleton, Miss I. Stansfield, E. J. Stead, G. A. Stone, J. W. Vince, W. H. Whinnerah, E. G. Whitney, J. W. Wilkinson, F. J. Willett, Miss L. H. Wooldridge, L. Worden, Dr. A. Wotherspoon, W. Wilson.

Apologies for non-attendance were received from Messrs. W. W. Armitage, G. S. Fraser, D. J. Parry, J. H. Warren and A. Webb, The Council decided to send a message of sympathy to Mr. W. W. Armitage whose absence was due to illness and also to congratulate him upon his 25 years service as Chairman or Deputy-Chairman of the Sheffield Branch.

In the absence of Mr. W. W. Armitage, Chairman of the Council, Mr. J. W. Wilkinson, Vice-Chairman, presided over the meeting, whose chief business it was to consider the reports submitted by the various Committees.

"W. G. Auger" Trophy

As the "W. G. Auger" Trophy, which was presented to the Association in 1933, for the purpose of inter-district football competitions, has not yet been competed for, the Publications and Recreations Committee decided to communicate with each district committee in order that an endeavour might be made to arrange for this competition to take place.

Thrift Schemes

In connection with the various thrift schemes, which are in operation up and down the country, the Council, on the recommendation of the Publications and Recreations Committee, decided to advise branches that making arrangements with local traders for discount gives rise to local criticism and that it appears to the Council to be highly undesirable to carry on any such local trading scheme in office hours or on official premises.

Future of the Official Journal

The Council concurred in a recommendation made by the Publications and Recreations Committee that the decision to recommend the annual conference to purchase the assets of the Law and Local Government Publications, Limited, and the Law and Local Government Journal, Limited, be re-affirmed, and for a considered statement on the whole matter to be prepared for distribution to the district committees and branches. It was further decided that members of the Council who are fully conversant with this subject should address district committees thereon when the statement referred to is receiving their consideration.

Official Journal

In view of the fact that the existing contract for the printing and publication of LOCAL GOVERNMENT SERVICE expires at the end of this year, the Council, through the Publications and Recreations Committee, considered what action should be taken regarding the future of the journal, and it was decided that from the January, 1936, issue the editorial and production work be carried out by the staff at headquarters, a contract for obtaining advertisements should be placed with an agency and that another contract for the printing only of the journal be placed with a printing company.

Examinations

The Education Committee reported that 26 applications for registration as eligible for the intermediate examination had been granted since the July meeting, that 5 applications for exemption from subjects in the intermediate examination had been considered and granted and that the Association had arranged three entrants to the service examinations for local authorities.

Diplomas in Public Administration

The University of Leeds has instituted a course for a Diploma in Public Administration. The course commenced on October 8 and the tuition fee is £7 per person.

The Yorkshire District Committee has been extremely active in conducting propaganda throughout its area in connection with these Diplomas which are now instituted both at Sheffield and Leeds, and the Education Committee placed on record its appreciation of the interest taken by the district committee in this subject.

Lending Library

The Education Committee appointed a small sub-committee to consider the question of the extension of the lending library, and it is probable that there will be some very interesting developments as soon as the proposals of the sub-committee have been formulated.

Area Education Committees

Consideration was given to the question of the establishment of Area education committees in those districts where such committees were not already operating. The Education Committee has decided to recommend district committees to consider the establishment of area education committees in consultation with the branches in their respective areas, and a circular letter and memorandum will be sent to all district committee secretaries, branch secretaries and education correspondents on this subject in the near future.

Rule 9—Subscription Rebate

The Finance and General Purposes Committee reported that it had approved recommendations submitted by several district committees that certain branches in their area should be allowed to retain the increased rebate of 40 per cent for the year 1934-35.

National Council of Social Service

The Finance and General Purposes Committee appointed Mr. A. A. Garrard as its representative of the New Estate Community Committee of the National Council of Social Service. This Committee is concerned with the development of social, educational and recreational activities on new housing estates. The object of the committee is to foster and to integrate the various cultural pursuits through voluntary organisations and to ensure that the local authority's services are fully appreciated by the homogeneous units which are, to a large extent, isolated from the parent town.

Branch Audit

A report was submitted to the Finance and General Purposes Committee on the replies which had been received to the questionnaire sent to branches on the question of the existing practice in each branch for auditing the books of the Association and of the activities, but as only 131 branches had replied to the questionnaire, the committee felt that they were an interesting guide to enable an opinion of the action taken by all branches to be expressed, but the committee decided to suggest to the branches that they should make arrangements for audit and satisfy themselves as far as possible that the finances of the members are safeguarded.

Benefits Scheme

It will be remembered that at the annual conference, 1935, paragraph 143 of the annual report of the council which contained details of this scheme designed by the council to encourage continuous membership of N.A.L.G.O. was, on behalf of the council, withdrawn. The Finance and General Purposes Committee gave consideration to the position which had been created by the withdrawal of this paragraph and it was decided to obtain the opinion of all branches and district committees and for this purpose an explanatory memorandum will be prepared.

Annual Conference

The Finance and General Purposes Committee gave consideration to the question of re-arranging the times of the meetings of the Association's ancillaries on the Tuesday following the annual conference of the Association. The question was brought to the notice of the Committee by a branch which felt that the times at present allocated to each of the meetings was insufficient to enable branch delegates to attend for the duration of the meetings, and the Committee decided that next year the Education Correspondents should meet at 9.30 a.m.; the Building Society at 11.30 a.m.; and Logomia at 2.30 p.m.

Nalgo Building Society

The Nalgo Building Society Committee of Management reported that since the inception of the Society, 11,149 members had enrolled for paid up and partly paid shares; 1,234 N.A.L.G.O. members had become depositors; and 1,021 non-members of the Association had deposited money with the Society. Since the meeting held on July 5, 1935, £314,930 had been advanced to members on mortgage.

Local Government Centenary

The Public Relations Committee submitted to the Council a full report on all the events which had been arranged in the various localities for the celebration of the centenary year of local government. A report on the October events appears elsewhere in this journal. The Committee also considered questions relating to the centenary essay competiton and the centenary volume and these matters also are reported on another page.

Transferred Officers

The Poor Law Transferred Officers' Committee reported that it had appointed Mr. C. A. W. Roberts as its chairman and Mr. H. H. Miller as its vice-chairman for the ensuing year. The Committee discussed the case of the relieving officer reported in full on the legal page of this issue.

Salary of Transferred Officer

Another case considered by the Poor Law Transferred Officers' Committee was that of a labour master in the service of a board of guardians and transferred to a county council by the Act of 1929. From March, 1934, until May, 1934, he was absent from his duty on account of illness. During this period the county council paid him full salary for eight weeks, but for the remaining three weeks he received only half-salary in accordance with the county council's scale of sick-pay. During his service with the board of guardians no deduction was ever made from his salary on the ground of absence caused by sickness,

(*Continued on page 308*)

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NATIONAL EXECUTIVE COUNCIL

(*Continued from page 307*)

nor was there any agreement or arrangement under which any deduction subsequently could have been made from his salary. It was the practice of the board of guardians to pay full salaries or wages during absence through sickness and the member's application for the balance of his salary for the three weeks in question was refused by the county council. The member applied for legal assistance and the Association's solicitors have taken up the case with the county council and they have been instructed to institute proceedings should the payment of the balance of salary not be forthcoming.

Several other cases of service conditions and salaries so far as they affect poor law transferred officers were considered by the Committee, but as no points of really outstanding importance were involved, no mention is made of them in these columns.

Equality of Opportunity

The Service Conditions and Organisation Committee reported that it had considered the recommendations arrived at by the joint consultative council for promoting equality of opportunity for men and women in clerical and administrative spheres on the introduction of machinery into offices. The Committee decided to support the object of the joint consultative council and its efforts in obtaining this object. The recommendations arrived at by that council are as follow :—

"(1) It is the opinion of the Council that strong Trade Union organisation is essential for the maintenance of salary standards where mechanisation is introduced.

"(2) It is contrary to the interests of the women that any separate grade should be established for machine workers. Such workers should be salaried staff, appointed on a recognised scale. Appointments should be permanent and superannuated.

"(3) Employment of machines should be part time only, to avoid undue strain and to provide for a rotation of duties, which will enable the machine worker to become conversant with other aspects of the undertaking in which they are employed. Where possible an approved psychological test should be applied before engaging applicants for machine work to avoid the employment of unsuitable staff.

"(4) To obviate the risk of strain, it is essential that the best possible conditions should prevail, namely, good lighting, adequate ventilation, ample space, specialised seating and scientific arrangement of equipment, and as far as possible noise should be eliminated by sound-deadening apparatus.

"(5) The increased output arising from machine work and the fact that such work is organised to prevent any slack periods during the working hours should afford an opportunity to employers to decrease the hours of work and so provide the workers with the leisure which should result from increasing mechanisation.

"(6) It is not in the best interests of office workers that separate grades of work should be established for the women. In order to maintain salary standards and to avoid the recruitment of badly paid female labour on machines, at the expense of male workers, both girls and boys should be employed on machine work and paid an equal salary. The alternative to this policy appears to be the closing of blocks of clerical work to male workers."

Whitleyism

The Service Conditions and Organisation Committee reported that a memorandum on joint industrial councils for public services in Scotland had been issued by the Ministry of Labour to the larger local authorities in Scotland and that the issue of this memorandum was regarded as a preliminary to the conference which will discuss the setting up of Whitley Councils in that country.

The Service Conditions and Organisation Committee reported that a meeting of representatives of staff organisations was held at the Town Hall, Newcastle-on-Tyne, on September 21, 1935, to consider a proposal that action should be taken with the object of establishing a Provincial Whitley Council for the administrative, technical and clerical staffs of the local authorities in the counties of Northumberland and Durham and the Cleveland district of Yorkshire. Mr. W. W. Armitage moved and Mr. V. Grainger seconded the following motion :—

(*a*) That this meeting of representatives of the staff organisations including in their membership administrative, technical and clerical staffs of local authorities, is of opinion the time is opportune for taking action with the object of establishing a Provincial Council for the counties of Northumberland and Durham and the Cleveland district of Yorkshire.

(*b*) That the Standing Conference of Joint Councils be asked to arrange for the holding of a conference of representatives of the local authorities in the area and of the staff organisations having members in the area among local government officers to consider the establishment of a Provincial Council.

This motion was supported by Mr. G. P. Dean of the National Union of General and Municipal Workers; Mr. J. White of the Transport and General Workers' Union; Mr. G. C. Esther of the National Union of County Officers; and was adopted unanimously. It was then agreed to ask the Standing Conference of Joint Councils to convene a further meeting of representatives of the staff organisations prior to the holding of the proposed conference.

New Branches

The Committee reported that since the meeting held on July 13, two new branches had been formed, the Durham County Water Board branch in the North Eastern District and the Shoreham, Southwick and District Branch in the South Eastern District.

Service Conditions

The Committee reported that since the July meeting, ten local authorities had adopted the Local Government and Other Officers' Superannuation Act, 1922, while fourteen authorities had obtained or were obtaining actuarial reports. Representations had been made in thirteen cases on the general question of salary scales or particular questions arising in connection with the application of existing scales. It is particularly pleasing to note that there is now only one county borough—Doncaster—in Yorkshire, Durham or Northumberland which has not adopted the salary and grading scheme. The local branch has this matter in hand with a view of an early application to the council for such a scheme to be put into operation. Action taken on grading, office hours, holidays, local joint committees and service conditions generally were reported.

Legal Assistance

The Law and Parliamentary Committee reported in detail on the action which had been taken in sixteen cases of legal advice and assistance rendered to members. Those which are of particular importance are reported on the legal page of this issue.

Compulsory Superannuation Bill

On pages 222 and 223 of the August issue of LOCAL GOVERNMENT SERVICE, there was reported the letter which was sent to the Prime Minister on behalf of the Associations of Local Authorities, N.A.L.G.O. and the Trades Union Congress General Council on April 4, 1935, urging that facilities should be given by the Government during the present session of Parliament for a Bill to provide for (*inter alia*) the compulsory extension to all local authorities in the United Kingdom of the principle of superannuation for the persons employed by

HOUSING AND TOWN PLANNING

The National Housing and Town Planning ouncil and the Scottish National Housing nd Town Planning Committee have arranged joint national conference which will be held Scarborough during the week-end November 9-December 2.

The Minister of Health has promised to ddress the Conference at its open session 3.30 p.m., on Friday, November 29, and ne following is the programme which has been rranged.

FRIDAY, NOVEMBER 29.—First Session, 3.30 m.-4.30 p.m.—Chairman: Councillor John ond, O.B.E., Chairman of the National ousing and Town Planning Council. Address y The Right Hon. Sir Kingsley Wood, M.P., linister of Health.

Second Session, 4.45 p.m.-7.15 p.m.—hairman: Major Leslie Roseveare, O.B.E., I.Inst.C.E., Borough Engineer and Building urveyor, Eastbourne, President of the Town lanning Institute. Subjects: The Administra-on of the Town and Country Planning Act, 932. The Restriction of Ribbon Develop-ient Act, 1935.

SATURDAY, NOVEMBER 30.—Third Session, 0 a.m.-1 p.m. (Civic welcome at 10 a.m. by is Worship the Mayor of Scarborough).

Fourth Session, 2.30 p.m.-5 p.m.—Chair-an: Councillor John Bond, O.B.E., Chairman f the National Housing and Town Planning ouncil. Subjects: The General Housing ituation, The Administration of the Housing ct, 1935; The Administration of the Housing cts 1925 and 1930; The Administration of ne Housing (Financial Provisions) Act, 1933.

5.45 p.m.—Joint Meeting of the Executive nd General Committees of the National ouncil.

SUNDAY, DECEMBER 1.—1.30 p.m.-4.30 p.m. -Motor Coach Excursion to Whitby—itinerary o be announced later (tickets 2s. per person).

5.15 p.m.-6.30 p.m., lantern lecture.—hairman: Alderman S. E. Jackson, J.P., .C., Vice-Chairman of the National nd Town Planning Council. Lecturer: to e announced later.

8.30 p.m.—Vocal and Instrumental Concert oy kind invitation of the Corporation of carborough).

Members of the Association who are desirous f attending this conference as individuals nd not as representatives of their local uthorities, should communicate with Mr. J. G. Martin, Secretary, National Housing and Town lanning Council, 41 Russell Square, London, V.C.1, who will be pleased to send full details f this conference.

MUNICIPAL COMEDY TO BE BROADCAST

Dr. E. H. Marcus Milligan, Medical Officer f Health of Glossop, and chairman of the Glossop Branch, in collaboration with Mr. A. V. Williams, B.A., who is articled to the Town Clerk of Hyde, has written a municipal comedy which will be broadcast from the B.B.C. Northern station, Manchester, on Friday, November 8, from 8.45 p.m. to 9.35 p.m. It is entitled *The Mayor Chooses a Wife.*

For the Best Appointments in the Local Government Administration see the Official Pages of "THE MUNICIPAL JOURNAL"

NATIONAL EXECUTIVE COUNCIL

PROVIDENT SOCIETY PENALTY CLAUSE: SILVER JUBILEE OF THE B. & O. FUND

(*Continued from page* 308)

them, the Prime Minister's reply of May 13, and a further joint letter sent to the Ministry of Health on June 4, asking for a statement of the points referred to by the Prime Minister as still requiring to be worked out before an agreed Bill could be introduced.

On August 2, the Ministry replied to the last-mentioned letter as follows:

"I am directed by the Minister of Health to refer to the letter addressed to him by the Associations of Municipal Corporations, County Councils and Rural District Councils, the Trades Union Congress General Council, and the National Association of Local Government Officers.

"The Minister appreciates that much useful work has already been done in drawing up proposals for legislation and he sees no ground for the apprehension that the labour expended will be lost, although pressure of Parliamentary time has precluded the possibility of a Bill this session. The proposal to apply compulsory superannuation to servants is being further considered. In the meantime, a list is forwarded of some matters connected with the proposals for legislation which appear to require further investigation."

The Committee decided the policy to be adopted in relation to the points raised by the Ministry, and a meeting of the joint committee of representatives of the associations of local authorities, N.A.L.G.O., and the Trades Union Congress was held on October 24. The meeting was held too late for a report of its proceedings to appear in this issue.

Injury or Death of Officers

The Committee considered the reference from the annual conference, 1935, instructing the Council to consider the position of local government officers in the event of their sustaining injury or death in the performance of their duties and to take such steps as may be necessary for the promotion of new legislation or amendment of existing Acts of Parliament to secure adequate protection for all officers and their dependents. A full report was submitted to the Committee and on the recommendation of the Committee the Council decided that it could not take steps for the promotion of legislation to amend the general law, whereby local government officers would be put in a privileged position as regards compensation for injury or death sustained in the performance of their duties as compared with other classes of the community; but that steps should be taken with a view of obtaining in a Bill to amend the Local Government and Other Officers' Superannuation Act, 1922, provisions to empower local authorities to pay compensation to their employees who meet with accidents during the course of their employment, in addition to any compensation to which the employee may be entitled under the Workmen's Compensation Acts.

Nalgo Provident Society

The Nalgo Provident Society's Committee of Management's annual review of membership of the Society in relation to membership of the Association revealed that there were 141 members who were not members of N.A.L.G.O. and who were subject to the penalty clauses in the rules of the Society, and 59 members of the Society who were not members of the Association, but who were not subject to those penalty clauses owing to their having joined the Society prior to May 30, 1925. The Nalgo Provident Society Committee of Management decided that those members of the Society who are affected by the penalty clauses in the rules be given until November 30, 1935, in which to re-join the Association on the terms laid down by the branch and that in the event of this qualification not being fulfilled by that date, membership of the Society should be terminated.

Membership

The Provident Society Committee of Management reported that the membership at September 23, 1935, was 14,894 in the sickness section, as compared with 13,563 for the comparable period of 1934, and 953 in the death benefit section as against 823 for the corresponding period of last year. It further reported that the number of persons who had been provisionally accepted into the Hospital and Nursing Home Scheme was 454.

Benevolent and Orphan Fund

The Benevolent and Orphan Fund Management Committee reported that it had approved a suggestion made by the Eastern District Committee that in order to increase interest in the work of the Fund an abbreviated report of the Regional Committee's proceedings, omitting names and giving particulars of the type of case dealt with, should be issued to the members of the District Committee.

Collection of Tin Foil

The Management Committee reported that it had given close consideration to the scheme whereby tin foil is collected by the branches on behalf of the Fund, and the Committee decided to inform branches that the scheme should be discontinued and it is to request district committees to make arrangements for the central collection of the tin foil at present in the possession of the branches, and for its transmission to the Ancient Order of Druids, to which Order the tin foil is sold.

Silver Jubilee

As this year is the silver jubilee of the establishment of the Benevolent and Orphan Fund, the Management Committee has given some careful consideration to various methods by which this jubilee should be celebrated, and it has decided that Mr. J. Darricotte, the founder of the fund, should issue an appeal to all non-members of the fund who are members of the Association, to pay their half-crown per annum.

Poster Competition

The Management Committee has decided to organise a poster competition in order to stimulate interest in the fund. The competition is open to all members of the Association. There is no entrance fee and all that is required is that a member shall design a poster which might be displayed in the various municipal offices. The prizes in connection with the competition are: first, 5 guineas; second, 2½ guineas; third, one guinea. It is hoped that many entries will be received and that any member of the Association who has any ideas on this subject will not hesitate to commit them to paper so that the fund may have the benefit of as many points of view as exist throughout the local government service.

Logomia

The Board of Management of Logomia decided that an abbreviated proposal form be used for proposers for life assurance policies, who must undergo a medical examination and in cases of advances made under the Small Dwellings Acquisition Act, the Board stated that it was prepared to consider applications for guarantees on behalf of members of N.A.L.G.O.

The reports submitted by the various committees were approved by the Council.

WHY DELAY?

NOW

IS THE TIME

TO COMMENCE YOUR CORRESPONDENCE COURSE

Although correspondence courses can be commenced at any date in the year, it is undoubtedly advantageous to do so now. Two further advantages are obtained by enrolling with the NALGO CORRESPONDENCE INSTITUTE, as follows:

1. All the tutors are experts and are engaged in a practical way in the administration of the subjects they teach.
2. A special discount from the fees is allowed to members of N.A.L.G.O.

Over 7,000 students have trained with the NALGO CORRESPONDENCE INSTITUTE. Why don't *you* invest in a course?

The following is a short list of Institutions for whose examinations coaching is arranged:

National Association of Local Government Officers.

University of London (Diploma in Public Administration).

Institute of Municipal Treasurers and Accountants.

Incorporated Association of Rating and Valuation Officers.

Various preliminary examinations (including matriculation).

Board of Trade (Inspectors of Weights and Measures and Gas Meters).

Chartered Institute of Secretaries, Incorporated Secretaries Association and Corporation of Certified Secretaries.

Sanitary Inspectors Joint Examination Board (both for England and Wales and for Scotland).

Royal Sanitary Institute (Inspectors of Meat and Other Foods, Food Hygiene (A.R.San.I.), and Sanitary Science).

Institution of Municipal and County Engineers (Testamur).

Poor Law Examinations Board (England and Wales).
(*a*) Relieving Officers.
(*b*) Institution Officers.
(*c*) Clerical Assistants.

Poor Law Examinations Board (Scotland).

Full particulars from the

NALGO CORRESPONDENCE INSTITUTE

24, ABINGDON STREET
Westminster, S.W.1.

SCOTTISH NOTES

Scottish District Committee

THE Scottish District Committee met at Largs, on September 22, when Mr. A. G. M. Archibald presided, in the absence of Mr. Hugh Begg.

At the outset, Mr. John Graham, Town Clerk, chairman of the local branch, extended a welcome to the delegates. He expressed regret that the Association had not seen their way to hold the next national conference in Largs, but hoped that the town would be chosen on a future occasion. Those of the delegates who were paying their first visit to Largs would, he was certain, be favourably impressed, but if they had any criticism to offer, the officials of the burgh would be very glad to hear it.

The council discussed the proposed formation of Whitley Councils in Scotland to deal with service conditions and constitute a court of appeal for local government officers.

It was reported that the Ministry of Labour had received favourable replies to a circular from leading local authorities and the Ministry intended to convene a meeting of representatives towards the end of October with a view to setting up of Whitley Councils in Scotland. It was agreed that a special meeting of the District Committee be held to discuss the matter further when the date of the Conference was fixed.

The Chairman stated that a Committee at headquarters, of which he was Convener, was at present on the lookout for a suitable place in Scotland as a Guest House and delegates were asked to make suggestions as to any place in their neighbourhood which they might think suitable.

On the motion of Mr. T. Young, a discussion took place regarding the affiliation of Sectional Societies. It was finally agreed, however, that no change be made in the Constitution of the Committee.

Lanarkshire

The Sub-Committee appointed by the branch to consider placing on the new County Council scale had a long meeting, at which the various communications sent to the Divisional Secretary were considered. It was the opinion of the meeting that in most of these cases no good purpose would be served by making any representations to the Council at the moment but that we should seek an interview with the Salaries and Wages Committee when the first annual review takes place and that, in the meantime, an application should be made for long service increments as provided for in the Glasgow and Edinburgh Scales.

Fife Branch

A meeting of the Branch Executive was held on October 9, when Mr. William Wilson, Chairman of the Branch, presided. It was reported that the County Council had granted our application regarding the discussion of salary questions in private. It was stated also that the Finance Committee were recommending that our application regarding placings on the grades of new entrants be granted, but that they were not prepared to accede to our request that young officers promoted to a higher grade start always at the minimum of that grade. The present practice is that they receive the usual annual increments, which means that a young man sometimes takes 3 or 4 years to reach the minimum of his new grade. It was agreed that further action be taken on this subject. It was also reported that the Finance Committee of the County Council were obtaining an actuarial report with regard to the adoption of a scheme of superannuation for all their employees. At present only the staff members transferred from the Education Authority, which had adopted a Superannuation Scheme, enjoy superannuation rights. The position is, undoubtedly, anomalous, but it is hoped that it will now be rectified.

Dumfries Branch

For some time past the position of this Bran has been unsatisfactory chiefly because of t difficulty in getting a suitable local official succeed Mr. J. W. Pirie, who did such go work for many years as secretary of the branc A suitable successor, however, has now be found in the person of Mr. W. J. McGeorg of the Public Assistance Office, Dumfri and there is a likelihood of the branch maki good headway in the near future. Those in t district interested should communicate wi Mr. McGeorge, who is shortly to convene meeting of all the officials in the county.

Ayrshire

The Branch Executive met in Ayr, on Octob 3, when the subject of grading was und discussion and attention was called to the ve small annual increments of £5 for junior Mr. Davies, the chairman of the branc reported that he had seen the County Cle on the subject and that he was hopeful that t position would be rectified in the near futur He reported also that the County Council ha now ordered an actuarial report to be prepare with the view to the adoption of a Superannu tion Scheme.

North of Scotland Branch

On October 10 a very successful and large attended meeting of the branch was held i Inverness, when the Divisional Secretary gave short address and answered questions regardin Whitleyism and superannuation problem Thereafter those present at the meeting wer shown over the Electricity Works and Electricit Showrooms in High Street, by Mr. McLea the electrical engineer. The company wa afterwards entertained to tea and a mo enjoyable evening was spent.

WE ARE EXHIBITING

AT THE

PUBLIC WORKS, ROADS & TRANSPORT EXHIBITION AND CONGRESS

Agricultural Hall, London. Nov. 18-23

The Municipal Journal and Public Works Engineer cordially invite all members of Nalgo to visit us at

STAND No. 195

MPLOYMENT OF FAMILIES IN BULGARIAN PUBLIC SERVICES

A Bulgarian Legislative Decree of July 29, 935, laid down the principle that not more than ne member of any family might be employed the Service of the State of local authorities in self-managing public undertakings. This ile permits of three exceptions, based on the ze of the family, the aggregate salaries ceived by the members in public employment, nd their standard of education. When a family as not more than three members, two of them ay be public servants or employees provided at their salaries added together do not ceed 3,000 leva a month if they have both ceived secondary or primary education, 500 leva if one of them has completed incomlete higher education, and 4,000 leva if one f them has completed his or her higher ducation. Where the family has four or five embers, two or three may be employed in ne public services if their salaries added ogether do not exceed 5,000, 5,600 or 6,000 va a month, and when the family has six or ore members, five may be so employed rovided that their salaries do not exceed in ne aggregate 6,000, 6,500, or 7,000 leva ccording to their standard of education.

LECTURES ON PUBLIC ADMINISTRATION

The Manchester and District Area Education Committee of the Association and the Manchester Regional Branch of the Institute of Public Administration have again arranged an extraordinarily interesting series of lectures for the winter session.

The lectures will be delivered in the Manchester Central Library at 7 p.m. Admission is free and any member of N.A.L.G.O. may attend them. In fact, he may take his friends along with him as well.

The following is the programme which has been arranged :—

FRIDAY, NOVEMBER 8.—"Local Government: Its Gains and Problems."
Speaker : Professor H. J. Laski, M.A., Professor in Political Philosophy, London School of Economics.
Chairman : Professor J. L. Stocks, M.A., D.S.O., Professor in Political Philosophy, Manchester University.

THURSDAY, DECEMBER 5.—"Some Aspects of the Municipal Corporations Act, 1835."
Speaker : Lady Ernest Simon, M.A.
Chairman : V. R. Kenny, Esq., M.B.E., Postmaster-Surveyor, Manchester.

THURSDAY, JANUARY 30.—"Foreign Systems of Administration."
Speaker : G. Montagu Harris, Esq., O.B.E., M.A., late Head of the Foreign Intelligence Branch of the Ministry of Health.
Chairman : G. W. Coster, Esq., M.B.E., President of the National Association of Local Government Officers.

THURSDAY, MARCH 5.—"The Structure of Local Government."
Speaker : W. A. Robson, Esq., Ph.D., LL.M., B.Sc. (Econ.), Lecturer in Industrial and Administrative Law, London School of Economics.
Chairman : Sir Ernest D. Simon, M.A.

(*Continued from column 3*)

een replaced some years before by another ay-out, which answered the criticisms levelled gainst him. An application for assistance from he local branch was acceded to, and the fficer instructed a firm of solicitors to issue rits for libel jointly against the writer of the tter and against the newspaper. The writer of he letter and the editor immediately offered o retract the statements. This offer was accepted and letters of apology were published n the paper in which the libel had originally ppeared.

DEFENCE OF STATUS

RELIEVING OFFICER VINDICATED : COMPENSATION FOR MEAT INSPECTOR : LIBEL SUIT SUCCESS FOR BOROUGH ENGINEER AND SURVEYOR

A PERUSAL of the cases reported to the Transferred Poor Law Officers Committee and the Law of Parliamentary Committee at their meetings on October 4 and 5 respectively brings forcibly to mind the immense advantages accruing from the facilities afforded by N.A.L.G.O. for giving legal advice and assistance to members in matters affecting them in their official capacity. The increase in the number of cases dealt with annually affords ample evidence of the way in which members appreciate and avail themselves of these facilities. The cases quoted in this article are characteristic of the manner in which N.A.L.G.O. can protect its members.

Relief Administration

Merely to quote one case which was reported to the Transferred Poor Law Officers Committee will show how the timely intervention and assistance of N.A.L.G.O. successfully prevented a Relieving Officer being relegated to the post of Assistant Relieving Officer. Some little time ago the Public Assistance Committee of a Council, after considering complaints as to the manner in which the Relieving Officer in question had granted relief in certain cases, sought to reduce him to the position of Assistant Relieving Officer. The officer consulted his local Branch Executive, who referred his case to Headquarters. From the information furnished to Headquarters it became apparent that there was no justification whatever for the officer being deprived of his position as Relieving Officer, and he was accordingly advised to refuse to agree to the suggested reduction in status. The Council thereupon made an application to the Minister of Health for sanction to dismiss the Relieving Officer from his post and for his transfer to a post with less responsibility, namely, that of Assistant Relieving Officer. On learning of this representations were made by N.A.L.G.O. to the Ministry of Health, urging that the Minister should defer his decision until such time as the Relieving Officer had been furnished with a written statement of the complaints made against him by the Public Assistance Committee, and he had had an opportunity of submitting his replies. As a result of these representations a written statement of the charges was sent by the Council to the Ministry of Health and a copy of them was duly forwarded to the officer. With the assistance of N.A.L.G.O. his case in reply was prepared and submitted to the Ministry. Following further representations by an N.A.L.G.O. an inquiry was held by one of the Ministry's General Inspectors. In the meantime, the Association arranged for the officer to be given legal assistance, and the services of a local solicitor were placed at his disposal. At the inquiry the officer was represented by Counsel.

The Minister of Health, after considering the report of the General Inspector, informed the Council that he was unable to consent to the Council's proposal that the Relieving Officer should be transferred to a post with less responsibility, namely, that of Assistant Relieving Officer. In his opinion no evidence had been adduced to justify such a course.

The following extract from a letter written by the Relieving Officer to his local Branch Secretary clearly shows how N.A.L.G.O.'s efforts in enabling him to vindicate himself are appreciated :—

> "My sincere thanks are due to N.A.L.G.O. for their splendid support in my defence which has resulted not only in a victory for me, but in raising the status of . . . Relieving Officers.
>
> "In tendering my thanks, however, allow me to mention that I have not failed to learn that the strength and prosperity of the . . . Branch of N.A.L.G.O. are very largely due to your personal energy, and I feel that quite apart from your services as Honorary Secretary, I owe you, personally, a deep debt of gratitude."

Housing Supervision

In another case, which was reported to the Law and Parliamentary Committee certain allegations regarding the administration and supervision of a Council's Housing Estate were brought against two officers. At the request of the Council the District Auditor held a Public Inquiry into the allegations. On the instructions of N.A.L.G.O. a solicitor appeared on behalf of the two officers at the Inquiry. The District Auditor, in his report, stated that there was no evidence to support any of the allegations and consequently the officers were completely cleared of the charges brought against them.

Compensation

In another case it was reported that a Food and Drugs Inspector, while engaged in inspecting meat considered to be unfit for human consumption at his Corporation's abattoir, lacerated his hand when in the act of cutting the meat. Blood poisoning developed, and the Inspector eventually had to have his arm amputated. Difficulties subsequently arose with the insurance company with whom the Corporation was insured under the Workmen's Compensation Acts. N.A.L.G.O. thereupon authorised the member to consult a local firm of solicitors to take the matter of compensation up with the insurance company. As a result, the member has received a considerable sum by way of compensation.

Two further cases of compensation being obtained for members illustrate the benefits accruing from N.A.L.G.O.'s intervention. A member employed in the transport department of a local authority was knocked down and injured by a motorist under the influence of drink. Negotiations were opened with the insurance company with whom the motorist was insured, as a result of which N.A.L.G.O. was able to obtain for the member a sum by way of compensation, plus payment of the member's hospital charges. In the other case, a member employed also in the Transport Department of a local authority, sustained a severe straining when attempting to lift an oil drum, from the effects of which he died shortly afterwards. N.A.L.G.O. immediately instructed a solicitor to appear on behalf of the widow at the inquest. The evidence showed that the deceased had not been in good health for some time, and in consequence had been given light duty, and had been told that he was not expected to handle heavy goods, or to do strenuous work. The local solicitor then entered into negotiations with the local authority with a view to obtaining compensation under the Workmen's Compensation Acts, with the result that the local authority awarded the widow a lump sum by way of compensation.

Town Planning Libel

Another case of a different character was where in the course of correspondence in a newspaper dealing with the Town Planning of certain land, the plans for which had been prepared by a Borough Engineer and Surveyor, one of the critics made use of phrases which cast serious reflections on the professional ability and qualifications of the Borough Engineer and Surveyor. The Borough Engineer and Surveyor had had considerable experience of Town Planning, and possessed the requisite qualifications. It also transpired that the criticism was based on an old plan which had

(*Continued at foot of column 1*)

CENTENARY CELEBRATIONS

SERVICE AT GUILDFORD: SHEFFIELD MUNICIPAL OFFICERS' GUILD'S DINNER

A SPECIAL centenary service at the Cathedral Church of the Holy Trinity, Guildford, was held on Sunday, September 29, by the Bishop of Guildford, Doctor J. B. Macmillan, in the presence of representatives of the County Councils of Surrey and Hampshire, the boroughs of Guildford, Godalming and Aldershot, and nearly a score of urban and rural councils in the Diocese. A procession, consisting of 250 county and urban representatives and officials, marched from the Guildford Municipal Offices down the High Street to the Cathedral Church, and led by the Chief Constable, with the Sword-bearer of Guildford and the Town Crier and the Mace-bearers of Guildford, Godalming, and Aldershot, the procession was indeed very colourful.

The Bishop of Guildford preached the sermon, and after the service those invited were the guests of the Mayors of Guildford, Godalming, and Aldershot at the Borough Hall, where tea was served.

Sheffield

The Sheffield Municipal Officers' Guild held a dinner in the City Hall, on Monday, September 30, in celebration of the Centenary of Local Government and the Silver Jubilee of the Guild.

Mr. E. E. Gibson, the Town Clerk and the President of the Guild, presided, and he was supported by the Lord Mayor, the Right Honorable Oliver S. G. Stanley, President of the Board of Education, Sir Henry Pelham, Permanent Secretary of the Board of Education, the Master Cutler, the Master Cutler Elect, Colonel H. K. Stephenson, and Doctor A. W. Pickard-Cambridge.

A representative of *The Sheffield Telegraph* said: "The arrangements were admirable—an example of that efficiency with which municipal officials are associated in the minds of those who know them."

In addition to this function, Sheffield ran an Education Week and a Civic Week. It opened on Sunday, September 29, with special services, the afternoon service being held in the cathedral with the Lord Bishop of Sheffield as the preacher. A full programme of events, including exhibitions, competitions for school children, open days at the various municipal offices, and a public meeting, all contributed to a highly informative and interesting week. It says something for the power and prestige of Sheffield when such distinguished persons as the President of the Board of Education, the Secretary for the Board of Education, attended the opening of the Hartley Brook Council School, on Monday, September 30, and when such distinguished educationists as the Right Hon. H. A. L. Fisher, Councillor J. W. Catlow, Dr. Pickard-Cambridge, Mr. Mander, and others, attended the public meeting on October 2, and on Friday, October 4, the Minister of Health addressed a public meeting in the City Hall.

Centenary Essay

Entries for the Centenary Essay Competition are already being received, and this is likely to prove to be very popular throughout the country. Members are reminded of the fact that essays must be received by the General Secretary, N.A.L.G.O., 24 Abingdon Street, Westminster, S.W.1, not later than November 30. If you have not yet submitted your entry, then it would be advisable to do it now.

Centenary Volume

The Centenary Volume was published on October 15 and already some excellent press notices are being received. This is a book which every local government officer should possess. It is the whole historical background of his job. It is the alpha and omega of his existence, and the local government officer who wants to know what his job is all about will not hesitate to buy a copy of "A Century of Municipal Progress, 1835-1935."

Lichfield

The editor of *The Lichfield Mercury* produced a special local government centenary number with articles and features by local officials and leading authorities. In addition to special articles devoted to local history of Lichfield, there was a special article by Dr. W. I. Jennings on the living conditions of one hundred years ago, and the editor availed himself of Professor Neale's historical retrospect of local government which was delivered as an oration to the Annual Conference, 1935. *World's Press News*, says: "*Lichfield Mercury* went novel last week; occasion was Special Local Government Centenary Number, and whole issue was wrapped in blue cover. House advertisement was on back, inside cover pages were blank, so it wasn't just a matter of getting extra advertising; just prestige, local service, getting out something new."

Barking

There was a representative gathering at a dinner held under the Chairmanship of the Town Clerk (Mr. S. A. Jewers, President of the Barking Branch of N.A.L.G.O.) at Barking on the evening before the anniversary of the granting of the Charter of Incorporation (October 5). Among those present were the Bishops of Chelmsford and Barking and their ladies; the High Sheriff of Essex (Col. Hilder) Judge Beazley; Mr. Barnett Janner, M.P.; Mr. W. A. Ross (Ministry of Health); Mr. H. B. Jenkins (Board of Education); Mr. E. S. Holcroft (Clerk of the Essex County Council); the Mayors and Mayoresses of Barking and Ilford.

The Bishop of Chelmsford, in an address, referred to the important developments which had taken place during the past one hundred years. Judge Beazley referred to the Houses of Parliament and the respect shown for the constitution, based upon tradition, while Mr. Barnett Janner discussed the subject of Parliament. In reply to remarks by Mr. Compton, Miss Inskip mentioned two important events—one of which gave women the right to vote, and the other an opportunity to take part in local government.

The High Sheriff congratulated N.A.L.G.O. upon the excellent gathering of distinguished people, bringing together the successors of those who had previously carried out local government functions before the introduction of County Councils and Municipal Corporations. The Town Clerk in reply said that he particularly wished to thank certain officers of N.A.L.G.O., viz., Messrs. Brown (Secretary), Clayden (Treasurer), Jones (Chairman, Social Committee) and Harper (Vice-President), whose enthusiasm had made this function possible, and asked the gathering to drink the health of the Charter Mayor (Colonel Martin) without whose assistance it would have been impossible to hold the function.

Tynemouth

One hundred and forty persons, including a large number of members and officials of Tynemouth Corporation, and representatives of the local teaching profession and the various voluntary social service organisations of the town, took part in the civic dinner in connection with the local celebrations of the Centenary.

The function was presided over by the Mayor of Tynemouth, Councillor H. D. Burton, who was accompanied by the Mayoress, and supported by the Town Clerk, Mr. A. West Russell, M.P., Mr. W. W. Armitage, of Sheffield, Mr. J. B. Swinden, Leeds, Mr. F. G. Egner, President of the Tynemouth Branch of N.A.L.G.O. and many other prominent townspeople. The principal toast—"One hundred years of Local Government"—was proposed by Mr. A. West Russell, M.P., who traced briefly the development of local government, and indicated the services rendered to the community by the local authority. Responding Mr. W. W. Armitage, Vice-President of N.A.L.G.O. claimed that local government in this country was an example of all that was pure in the administration of affairs.

Leicester

In connection with the centenary the Leicester City Branch held an enjoyable and well-attended social evening at the de Montfort Hall on September 23. Among those present were the Lord Mayor of Leicester, Alderman F. Grimsley, and other members of the City Council; Mr. Lucas E. Rumsey, Clerk of the Leicestershire County Council; Mr. J. Chastor and Mr. A. B. Day, National Executive Council. In welcoming the company, the President of the Branch, Mr. T. S. Griffin, referred to the importance of the centenary, and Mr. J. Clist made an appeal for increased support of the B. and O. Fund. The Lord Mayor of Leicester expressed his pleasure at being present, and remarked that it was wrong to stand aloof from an organisation which was working on behalf of all. He hoped the young people especially would take advantage of and be interested in the organisation. At the back of the organisation was a great social effort providing help in time of need—the B. and O. Fund. He urged members to make their organisation still more effective.

Lincoln

To celebrate the centenary the Lincoln City Branch arranged a Civic Week from September 22 to 28. This included an interesting municipal exhibition, showing the progress made during the past hundred years. On September 27 an enjoyable ball was arranged by the Branch.

Newcastle-under-Lyme

Newcastle-under-Lyme on September 18 celebrated with appropriate thanksgiving service, civic ceremony and pageant—and with the town made gay and bright with decorations and illuminations—the 700th anniversary of the granting by Henry III of the Gild Merchant Charter. A feature of the ceremonies was the joining in of civic heads of other Staffordshire Authorities, including Stoke-on-Trent.

Swansea

To celebrate the centenary the Swansea Corporation held a Civic Week from October 7 to 12. The week began with a public meeting when Dr. I G. Gibbon, Principal Assistant Secretary, Ministry of Health, lectured on the "Development of Local Government"; included a lecture by Mr. D. Ivor Saunders, the Borough Estate Agent, on "The Swansea of 1835"; and ended with a centenary ball in the Brangwyn Hall of the Council House. The ball, organised by the Local Association at the request of the Corporation, was an outstanding success. Among those present were the Lord Mayor of Cardiff and the Lady Mayoress; the Mayors and Mayoresses of Swansea, Merthyr Tydfil and Neath, and Mr. L. Hill, General Secretary of N.A.L.G.O.

Walsall

A Civic Week was held at Walsall from September 23 to 28. The arrangements included the public inspection of municipal undertakings; the distribution of 15,000 copies of a handbook "From Old to New" to school children. Head teachers were requested to co-operate "by emphasising in their teaching the importance of local government with a view to encouraging in the schoolchildren a sense of civic pride in the town of which they will be future burgesses," and by holding open sessions when parents and friends may visit the schools.

Oldham

A series of four lectures to celebrate the Centenary has been arranged by the Oldham Branch of N.A.L.G.O. These lectures took place during October in the Large Co-operative Hall, King Street, Oldham, in the following order: October 3, "Municipal Finance," Ald. F. Tweedale, J.P.; October 10, "Public Assistance," Coun. H. E. Chamberlain; October 11, "Local Government in England," Coun. T. Driver, J.P.; October 23, "Municipal Transport," Coun. R. Roberts, J.P.

PERSONAL

We regret to announce the death, under tragic ircumstances, of Mr. George Brown, Hon. ecretary of the Preston Branch for the past ix years. On Oct. 5 he was travelling in a us to a local football match when he suddenly ollapsed. He was beyond medical aid when ttended to.

Mr. Brown was fifty-two years of age. He ntered the municipal service in 1897 in the chool Attendance Department. For over wenty years he was the Accountant Clerk to he Education Committee under the Borough reasurer.

The funeral service took place at St. Andrew's hurch on Oct. 8, in the presence of a large and epresentative gathering of church and official fe, with which he was so closely identified. he Rural Dean, the Rev. R. G. F. Wyatt, icar of the Parish, paid a tribute to the life nd character of one who had laboured so hard nd was esteemed by all. After the service the nterment took place in the churchyard. There ere many floral tributes.

In addition to the widow, son, daughter, and elatives, those present included Mr. H. E. Nutter, Town Clerk (the President of the reston Branch of the National Association of ocal Government Officers), Mr. W. Allison Davies (Borough Treasurer), Dr. F. A. Sharpe Medical Officer of Health), Mr. E. J. Mills Director of Education), and several members f the Town Council.

Many of Mr. Brown's fellow members of the ranch of N.A.L.G.O. which he had so aithfully served as hon. secretary for the past ix years attended, including Mr. John W. Makinson (chairman), Mr. T. E. Warburton hon. treasurer), Mr. F. Cartmel (Town Clerk's Department), Mr. W. Nicholl (Borough Treasrer's Department), Mr. T. Holmes (Rates Department), Mr. F. A. Danson (Education Department), and Mr. F. Brown (Borough Surveyor's Department).

Church officials, Masonic brethren, and epresentatives of the County Offices also ttended.

* * *

Mr. Clifford Taylor, Assistant Rating and Valuation Officer of Irlam Urban District Council has been successful in passing the inal Examination in May of the Incorporated ssociation of Rating and Valuation Officers, eing placed second in the list and awarded a pecial prize for his paper on "Valuation."

* * *

Mr. W. M. Jones, First Engineering Assistant n the Surveyor's Department of the Irlam Urban District Council, has obtained a similar ppointment at Sutton Coldfield.

* * *

A cheque and a radiogram have been preented to Mr. W. W. Armitage, to mark his ubilee in connection with the Sheffield Municipal Officers' Guild.

N.A.L.G.O. Holiday Guide

RECOMMENDED ADDRESSES

To those members who have observed this notice and have been good enough to forward holiday addresses which they can recommend for inclusion in the N.A.L.G.O. Holiday Guide—Thank you! In order to keep the addresses current hundreds of new recommendations are required each year, and all addresses recommended by members will be welcomed. If you know of a good establishment please send the name and address to Headquarters at once.

DO YOU POSSESS A FAMILY GROUP LIKE THIS?

IF SO

THEN CONSIDER ASSURING THEIR FUTURE WITHOUT DELAY

ONE OF THE GREATEST RISKS CHILDREN RUN IS THAT OF THEIR FATHER DYING BEFORE THEY BECOME SELF-SUPPORTING. THE PROTECTION OF THE FAMILY SHOULD THEREFORE BE CONSIDERED AND DEALT WITH TO-DAY. TO-MORROW MAY BE TO LATE!

BY OBTAINING A N.A.L.G.O. "FAMILY INCOME" POLICY

YOUR FAMILY WILL BE GUARANTEED A WEEKLY INCOME IN THE EVENT OF YOUR DEATH.

PARTICULARS OF THIS AND A GREAT VARIETY OF OTHER FORMS OF INSURANCE CAN BE OBTAINED FROM YOUR LOCAL CORRESPONDENT OR N.A.L.G.O., 24, ABINGDON STREET, WESTMINSTER, S.W.1.

DISTRICT COMMITTEES

NORTH WESTERN AND NORTH WALES

The quarterly meeting of the North-Western and North Wales District Committee was held in the Pier Pavilion, Colwyn Bay, on September 28, under the chairmanship of Mr. J. W. Wilkinson, Deputy Town Clerk of Southport, and Chairman of the District Committee. The delegates, to the number of 160, were welcomed by His Worship the Mayor of Colwyn Bay, Alderman David Edwards, J.P.

The Mayor, in his address of welcome, said: "I am very pleased to think that so many of the officials of the Borough Council are members of your Association, and I may say, without fear of contradiction, that we are very proud of our officials. It is very often said that Councillors are governed by their officials. There is an element of truth in that. I am rather afraid that Councils would often go astray if it were not for their expert advisers, and I go so far as to say this—you point out to me the officials of any Council, and I can predict what kind of local government you have."

An Old Member Returns

Remarking that Colwyn Bay was one of the first Councils on the North Wales Coast to adopt the Superannuation Act, he said: "I feel very proud that I was one of the small Committee who went into the pros and cons of the adoption of the Act. It is a good thing for the officials to be adequately paid."

The Chairman referred to the death of Mr. F. Briggs Marsden, Town Clerk of Blackburn, who had been closely connected with the work of N.A.L.G.O. both at Blackburn and in the North-Western District for many years. The delegates stood in silence as a mark of respect and remembrance. Mr. F. J. Willett, Hon. Secretary, referring to the presence at the meeting of Capt. W. J. Wade (who left England thirteen years ago to take up a position in Australia), said: "Since Captain Wade left us thirteen years ago this is his first visit to the old country, and he felt he would like to make contact again with this District Committee over which he presided for so many years. Captain Wade was one of the oldest members of the Association. He was one of the oldest members of the Manchester Municipal Officers' Guild and, before the re-organisation in 1918, he was a member of the National Executive Council. He was one of the first Vice-Chairmen of the Council and he was Chairman of this District Committee for a number of years. He was with us in the formation of the first Whitley Council for officers in this area. We know that, to-day, the whole Association is a monument to the work which he did for us in those days."

Re-Drafted the Constitution

Captain Wade, responding, said: "I can assure you it is a very great pleasure indeed to me to be back here again to meet many of those with whom I was associated for many years in the work of N.A.L.G.O. and to meet others who are carrying on the work to-day. I remember the time when a few of us in Manchester got together and originated the Manchester Municipal Officers' Guild. I was the one, when re-organisation came along, who acted as Secretary of the Sub-Committee which was appointed to re-draft the constitution of N.A.L.G.O., and I was told by Mr. Hill in London a week or two ago that with very few amendments that constitution stands to-day."

A recommendation of the General Purposes Committee was approved for the extension of the representation on the Lancashire and Cheshire Provincial Whitley Council, and also of the appointment of a Sub-Committee to consider the whole question of the organisation of the Benevolent and Orphan Fund of the Association, and in particular in regard to the North-Western District. The following grants to Area Education Sub-Committees were made: Manchester and District Area Education Sub-Committee, £20; Liverpool and District Area Education Sub-Committee, £20; Preston and Fylde and District Area Education Sub-Committee, £10.

Mr. W. H. Whinnerah drew the attention of the meeting to the Hospital and Nursing Scheme which has been drawn up, administered by the Provident Society, and appealed for support. The delegates were later entertained to tea by the Mayor.

WEST MIDLAND

The West Midland District Committee at a recent meeting, at Coventry, considered a reference from their Executive Committee regarding eligibility for membership, and resolved to appoint a Special Committee to report on the matter as regards Public Assistance Officers. It was decided to invite Mr. A. G. Aldridge, Public Assistance Officer, Wolverhampton; Mr. B. A. Edmonds, Salop; Mr. E. A. Evans, Public Assistance Officer, Coventry; Mr. C. S. Fothergill, P.A. Officer, Walsall; or Mr. W. Hemer, Deputy P.A. Officer, Walsall; and Miss L. H. Wooldridge, Staffordshire, together with Mr. F. H. Harrod, M.C., and the Divisional Secretary, to form the Committee. It was also decided that the Executive Committee should consider the report and also the question of eligibility for membership generally.

The District Committee approved that Headquarters should be informed that the District Committee did not consider it desirable to alter the powers and duties of Regional Committees; that the Committee had issued a special circular letter, urging increased support to the Fund to all members in the area; and that at the last annual conference the District Committee had proposed to increase the annual subscription from 2s. 6d. to 3s. 6d.

B. & O. Shield

The West Midland B. & O. Shield was presented to the Atherstone Branch, which contributed a purse of 15s. 6d. per head of membership to the last annual conference. In presenting the Shield, the Chairman congratulated the Branch, which was formed only a year ago, on their splendid support to the Fund.

Arising out of the report of the Regional B. and O. Committee, Mr. A. Mellor, Walsall, criticised the amounts granted in certain cases. It was agreed that the Regional Committee should consider the criticism at their next meeting. The Committee received an invitation to attend a meeting in London of representatives of District Committees, and re-affirmed their previous decision that they disapproved of unofficial conferences.

Service Questions

The Divisional Secretary in his report stated that since the last meeting the officials of the Ross Urban and Rural District Councils had formed a branch; that the Leek Urban and Uttoxeter Rural District Councils had adopted superannuation schemes; that the Oakengates Urban District Council had requested the Salop County Council to arrange for an actuarial report, with a view to admission to the County Council superannuation scheme; and that the County Borough of Dudley, and the Brierley Hill and Darlaston Urban District Councils had agreed to obtain actuarial reports; He reported that the Worcester City Council, on the application of the Branch, had approved a new scale of annual leave, and mentioned that celebrations in connection with the centenary of local government in its modern form had been held at Newcastle-under-Lyme and Walsall. The Divisional Secretary pointed out that while the membership of both the Approved Society and the Provident Society was substantial, the membership would be largely increased if the valuable benefits offered were fully understood. He urged that branches should bring to the notice of younger members the advantages of the schemes.

The Divisional Secretary also called attention to the unsatisfactory position in the area with regard to sending subscriptions to Headquarters and to the great delay of a number of branches in forwarding summary sheets to Headquarters last year. He strongly urged all branches to take steps to ensure prompt forwarding of the returns to Headquarters.

Sports Competitions

Mr. H. N. Schrader, Hon. Sports Secretary reported that the Mens' Doubles Tennis Competition had been won by the Worcester County Council Branch, and the Mixed Doubles by the Worcester City Branch. Mr. H. R. Jones, Wolverhampton, reported that Mr. C. S. Hawkesford, Salop County Council was the winner of the Bowls Competition, the runner-up being Mr. G. H. Baker, Wolverhampton. At the conclusion of the meeting, the representatives were entertained to tea by the Coventry Branch.

"The Municipal Journal" Leads the Way

Growth of Official Advertising Pages.

The Municipal Journal has long since attained a pre-eminent position for the amount of official advertising by local authorities which it carries every week. Catering as it does for all branches of the local government administration and read by all classes of administrators, the *Journal* has always been regarded as a highly valued medium for announcements of appointments, contracts, tenders, sales, purchases, etc. In this respect, as in others, the "*M.J.*" serves the smallest rural district council equally as much as it serves the largest urban authority. Whatever may be the purpose of the official announcement, local authorities know that if it appears in *The Municipal Journal* it is assured of a wide circulation among those whom it is their object to reach. It is not without significance that since the beginning of this year, when the *Journal* was enlarged and improved, fresh records have been created in the volume of official advertising carried in its pages. For the first thirteen weeks of 1935 the total number of official columns was 338, an average of 26 columns (or nearly nine pages) per week. This compares with a total of 254 columns, an average of 19.4 columns (or about six and a half pages) per week, in the corresponding period of last year. The total increase in the period is 84 columns, or 28 pages, representing an average increase of six and a half columns (or more than two pages) per week.

S.S.S.
The Sign of Straightforward Shopkeeping

"These are the people for Clothing and Credit"

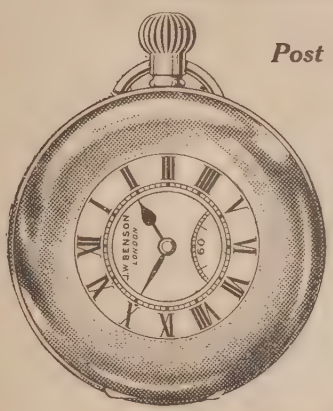
KEITH BRADBURY LTD
TAILORS SHIRTMAKERS HOSIERS
137-141 REGENT ST W1
Regent 5288

£24 worth of clothes for only £1 a month!

That is what our unique cash-credit system offers you. Paying only £1 monthly, you can order up to £12 *at any time*. So, in one year, you can obtain £24 worth of clothes at *cash prices*, but you pay only £1 a month. And you can get anything from a tie to a complete outfit. No references or enquiries, of course. Write, call, or phone for free explanatory booklet.

SPECIAL NEW SILVER WATCH OFFER by BENSONS

Either model yours for 3/- DOWN

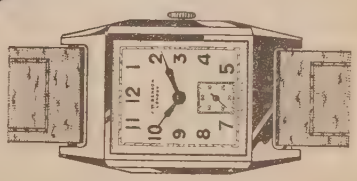


Post the Coupon below to Benson's for full details of this new reduced terms offer

(On left)
Benson's Solid Silver Half-Hunter "City" Watch, £3 15s.

(Below)
Man's Solid Silver Wrist Watch on crocodile, suède, or pigskin strap, with Silver Buckle, £3 15s.

Guaranteed in Writing for Accuracy



OWN the Solid Silver Half-Hunter "City" Watch or this handsome Solid Silver Wrist Watch for a **specially reduced first payment of 3/- with order**! Splendid timekeepers, strongly made, fully jewelled, and carefully tested. Each Watch covered by Benson's written guarantee for accuracy. Balance of cash price (£3.15.0) for either watch is payable in 14 reduced monthly sums of 5/- and final sum of 2/-. No interest. Post coupon for FREE Catalogues (which include large ranges of other models in silver and in gold) and special order forms.

★**OTHER BENSON OFFERS.** *You may purchase any of Benson's Pocket or Wrist Watches, Chains, Jewellery, Rings, Clocks, Silver, Fitted Dressing Cases, etc., on Easy Monthly Terms at Cash Prices. Post Coupon for Catalogues.*

★**Write for details of special discount to Local Government officials.**

POST COUPON TODAY **FOR FREE CATALOGUES**

BENSON'S

J.W. BENSON, LTD., DEPT. 'A,' 62 and 64 LUDGATE HILL, LONDON, E.C.4

Please send me, post free, the illustrated catalogue(s) indicated, and details of your "Times" system of Monthly Payments.

☐ A Pocket Watches, Chains, etc.
☐ B Wrist Watches. ☐ C Ring and Jewellery.
☐ E Plate, Cutlery, etc. ☐ F Clocks.

Please put a X against Catalogue(s) required.

NAME .....

ADDRESS .....

.....DATE ..... L.G.S. Nov.

NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

HEADQUARTERS:
24 ABINGDON STREET,
WESTMINSTER, S.W.1.

ALL HEADQUARTERS COMMUNICATIONS should be addressed to the General Secretary and endorsed with the appropriate subject, e.g., "Legal," "Insurance," "Finance," "Organisation," "Education," or "Special Activities."
Telephone: WHItehall 9351 (6 lines).
Telegrams: Natassoc, Parl, London.

HEADQUARTERS AND BRANCHES

The following circulars have been remitted to branch officers from headquarters:—

October 3

Circular No. 62/*Ed.*/1935
(To each branch secretary and Education correspondent.)
(*a*) Enclosing a copy of the revised booklet describing the courses conducted by the Nalgo Correspondence Institute and stating that additional copies may be obtained.
(*b*) Giving statistics of successes of students of the Institute.

October 2

Circular No. 63/*Gen.*/1935
(To each branch secretary.)
(*a*) Concerning the essay competition in connection with the centenary year of local government.
(*b*) Enclosing a poster announcing the competition and stating that further copies may be obtained.

October 3

Circular No. 64/*B.O.*/1935
(To each branch secretary.)
(*a*) Enclosing a copy of the new booklet concerning the Benevolent and Orphan Fund and stating that additional copies are available.
(*b*) Regarding increased membership of the Fund.

YOUR 1936 DIARY

The N.A.L.G.O. Diary will be on sale early in November. Be sure of a copy by placing your order with the Branch Secretary AT ONCE.

PRICE 1/-. A limited number with Season Ticket Pockets price 1/3.

Obtainable from Branch Secretaries or from
N.A.L.G.O., 24 Abingdon Street, S.W.1

IMPORTANT DATES

November.—Annual general meetings of branches to be held during the month.

December 1.—Last day for applying for admission to N.A.L.G.O. Examinations in January, 1936.

RE-UNION

HOLIDAY CENTRES, AND CRUISE.

NEWCASTLE. Saturday, February 8, 1936.
At the Old Assembly Rooms, Westgate Road.

LONDON. Saturday, February 29, 1936.
At Harrods Restaurant, Knightsbridge, S.W.

MANCHESTER. Saturday, March 21, 1936.
At Free Trade Hall.

7-12 p.m.

Tickets 2/6

Obtainable from Headquarters: 24 Abingdon Street, London, S.W.1.

COST OF LIVING

Below we give the average monthly percentage increase over the level of July, 1914, in the Cost of Living Index for the past six months: May, 39; June, 40; July, 43; August, 43; September, 43; October, 45. The percentage increases in each of the five groups on which the Index Figure is based are as follows:—

	Aug.	Sept.	Oct.
Food	26	25	28
Rent	58	58	58
Clothing ..	90	85	85
Fuel and Light	70	70	70
Other Items ..	70	70	70

IMPORTANT

Please note that the telephone number of the Association's Headquarters, 24 Abingdon Street, Westminster, S.W.1, is now

WHItehall 9351 (6 LINES)

SILVER JUBILEE

An open letter from the Founder of the Benevolent and Orphan Fund

MY DEAR FELLOW NALGOITE,

A quarter of a century! Jubilee!! What thoughts these words bring! What a change in the outlook and status of Local Government Officers in that time—all due to the wonderful Association of which we are so proud.

Not the least amongst its many activities is the B. and O. Fund founded by myself twenty-five years ago, during which time nearly £100,000 has been spent in bringing infinite blessings to many of our members and their dependants who have fallen on bad times.

"Jubilee" means "rejoicing." Do all *you* who read this feel that *you* have reason for jubilation because of the help *you* personally have given to this work? Have *you* done what you could for others as well as for yourselves and your own families?

If not, let me appeal to you with all the power I possess to *begin now.* Join the Fund *at once. Your brothers and sisters need you.* YOUR RELATIVES DEPEND ON YOU. What is *your* simple half-crown per year compared with the amount of good which the combined half-crowns of all the members of the Association could do?

Surely this is a fitting occasion in this Silver Jubilee of the Fund for all of us to make every effort to bring all the 80,000 members into one undivided B. and O. Fellowship to carry out to the full the spirit of Nalgoism, which is best expressed in the Rotarians' motto, "Service, not self."

I am nearing the end of my useful service for you and yours, and not for one moment do I begrudge all the time, thought, and work given continuously on your behalf during the past twenty-five years in this glorious cause. If you think anything of this service will you show your appreciation by joining the B. and O. now and so gladden my heart by making this year a bumper occasion for rejoicing?

Remember—you cannot afford to be outside its membership.

Yours fraternally and sincerely,

J. DARRICOTTE ("DARRIE"),

Founder of B. and O., 16 years Management Committee Chairman, Life Trustee of the Fund.

N.A.L.G.O. COLOURS

Winter is on the way! If you are buying a pullover, sweater or an art. silk square or muffler, why not buy them in the colours of your association.

Write for illustrated coloured price list to Special Activities Dept., N.A.L.G.O., 24 Abingdon Street, Westminster, S.W.1,

ORDER FORM

"A CENTURY OF MUNICIPAL PROGRESS, 1835—1935"—Price £1 1 0

To the GENERAL SECRETARY, N.A.L.G.O.,
24 Abingdon Street,
Westminster, S.W.1

"... must imperatively be read by every local government officer, high or low, as the indispensable basis of his professional culture"—SIDNEY WEBB.

Please send me.....copy(ies) of "A Century of Municipal Progress, 1835—1935" for which I am enclosing a remittance for £ :

NAME.....

ADDRESS.....

Local Government Service

Editorial and Advertisement Offices, 3 and 4 Clement's Inn, Strand, London, W.C.2.

Telephone: Holborn 2827-2828-2829.

Contributions on topical Local Government problems are invited and will receive careful consideration, but the Editor cannot accept responsibility for the safety of manuscripts submitted for his consideration.

Authoritative local news on matters having more than a purely local interest is welcomed.

Legal and other inquiries relating to Local Government will be answered promptly.

All communications should be addressed to THE EDITOR.

SELECTION OF OFFICERS

IN our last issue, Miss J. M. Thompson, of Rotherham, raised a very interesting series of issues in an article under the heading "The Selection of Local Government Officers."

The contribution was interesting from more than one angle, and we hope that it may eventually lead to a widespread discussion of those intriguing subjects of "equal pay" and "equal opportunity" as they affect men and women. We have not faced these debatable points as frankly as we might. They are to some extent more theoretical than practical, but every organisation has to face them. By way of opening the subject for general consideration, Miss Thompson has used her own experience at Liverpool, and she details what she calls "issues that must be faced."

As our readers will already know, Miss Thompson was selected by a Committee of the Liverpool City Council entrusted to make recommendations for the appointment of a Superintendent of Lettings in the Housing Department. The Committee informed Miss Thompson of their decision to recommend her for appointment—at the same time pointing out that their decision would be subject to confirmation by the City Council. All this was in accordance with the usual procedure adopted by Local Authorities in making important appointments.

"A Man's Job"

When the recommendation came before the City Council the nomination of the Committee was not accepted and Miss Thompson complains that her candidature was turned down because she was a woman. "Had the reserve candidate, a man from the housing department of another city, been recommended, does anyone seriously suppose that the proposal would have been rejected by the Council?" asks Miss Thompson. That no one can answer, but it is a good enough point to make.

Miss Thompson may be right in her assumption, but where we differ from Miss Thompson is in her conclusion that the Liverpool City Council have violated a principle or done something contrary to practice by rejecting the nomination of the Committee. Whether or not the reasons for the rejection were that "she was a woman," and that "it was a man's job" to supervise men is immaterial; the point is that the action taken by the Council was quite legitimate.

No Violation of Principle

There have been many instances of men being nominated for appointment by Committees entrusted with the task of selection, and those nominations being turned down by the Council for reasons which appeared to the disappointed candidates to be just as illogical as the reasons of the Liverpool City Council to which Miss Thompson objects.

When Miss Thompson charges the Association "with being afraid to take up a difficult case," and that "if it refrains from action when issues of principle arise, it is failing in duty," we believe she is missing the whole point. There was nothing in this case which was difficult and neither was there any violation of principle. The Liverpool City Council has a perfect right to say that it will not have a woman as Superintendent of Lettings of its Housing Department although the Committee recommends the appointment of a woman.

Coincidence of Dates

We agree that one normally expects the recommendation of a Committee to be approved, and we are conscious of the fact that if we appear to be out of sympathy with Miss Thompson on this occasion we run the risk of being charged with being "anti-feminist." Any such conclusion would be wrong and it would be equally wrong to support Miss Thompson's case on the ground that it violates any principle which has not already been disregarded in numerous instances concerning men.

Those who are interested in this issue must keep clear from the danger of mixing up "special pleading" with "equality of opportunity." Having said that, there seems no reason why N.A.L.G.O. should not examine the issues raised by Miss Thompson.

It is a pity that Miss Thompson uses a coincidence of dates to infer quite unjustly that the National Executive Council did not face up to its responsibilities, but this point has been dealt with on another page by the Chairman of the National Executive Council.

If the question of "securing equality of opportunity for men and women in Local Government Service" is discussed at the next Conference, we believe that Miss Thompson and the very valuable number of women members of N.A.L.G.O. will get a fair deal. We entirely endorse Miss Thompson's contention that it is in the interests of the community to have the "best person for the position," irrespective of sex. Having, however, subscribed to this view, we are still unable to see how it is possible to get agreement on "who" is the best person between the candidates for the position and the employing Authority.

A GREAT VOLUME

OCTOBER 15 will go down as one of the most important dates in the history of N.A.L.G.O. during 1935. On this day there was published by George Allen and Unwin, Limited, a volume entitled "A Century of Municipal Progress, 1835–1935," and with this publication terminated two years' hard work. When the idea was first mooted just over two years ago it was received with enthusiasm by many of the influential people to whom it was mentioned. Their enthusiasm spurred us on and the result can now be seen in cold print. Although seventeen authors have written nineteen chapters between them, this is no *ad hoc* publication. On the contrary, we feel confident that it will become the standard work on the history and modern problems of local government.

Copies of the volume have already been received by His Majesty the King and by His Royal Highness, the Prince of Wales. His Majesty has expressed thanks for the book "which contains much valuable and interesting information upon a very important subject," and His Royal Highness has stated that it will make a very welcome addition to his library. Dr. I. G. Gibbon, director of the Local Government division of the Ministry of Health, says that it is a splendid production, reflecting very great credit on N.A.L.G.O. This praise has not been lightly bestowed, for the publication of literature on local government is becoming more and more popular, and that means that taste is becoming more and more discerning. Consequently, the volume must have reached a very high standard to be worthy of these encomiums.

We have been privileged to see a copy, and we are impressed firstly with the brilliant array of authors whose names are household words in their particular spheres of local government, and, secondly, with the extraordinarily high standard of their contributions. A special word of praise is due to the editors, Professor H. J. Laski, Dr. W. Ivor Jennings, and Dr. W. A. Robson, who have co-ordinated the efforts of each author so well that the book reads as though it might have been written by one man. It is a book which no local government officer can afford to ignore, and we would urge our members to take a very early opportunity of securing a copy.

DEBATING STANDARDS AT CONFERENCES

To the Editor, LOCAL GOVERNMENT SERVICE.

SIR,—Mr. Finch's letter on this matter is not quite so helpful as a man with his undoubted abilities might have made it. No one with a knowledge of the work he has undertaken and carried through on behalf of the Association would ever doubt his ability or impinge his integrity. There is a general, and justifiable, consensus of opinion that he does not hold the position in the affairs of the Association which either his work, his ability or his integrity of purpose warrants. (Of course, he is not unique in that respect—there are others, but that is another story.) That may be is due to the circumstance that he has devoted his energies to work in the Association which does not lend itself to the tinsel adornment which wins the glittering prizes for the glib of tongue.

It must be appreciated that truth hits hard; that the enunciation of truth is seldom palatable and that big issues involving fundamental principles are rarely handled in Conference "debates" in the manner which wins the approbation of large assemblies. True, an odd man here and there, particularly if blessed with the gift of humour, can arouse enthusiasm and spread enlightenment, but even such rare intellects are invariably damned by the majority unless they speak the pious phraseology of some David, Paul, Jeremiah or alleged "big noise" in the N. E. C. Nevertheless, when Mr. Finch remarks that you have "an audience of 80,000," he is quite definitely up the wrong street, while on the evidence you might be charged with wandering and having no visible means of subsistence when you imply that the low standard of debating at Cheltenham is something new in the history of the Association.

To be quite frank on this matter Mr. Finch and you are both wrong, and, as you have revealed yourselves as incapable of diagnosing the disease, it would be hopeless to expect either of you to prescribe a remedy. While Mr. Finch with a powerful magnifying glass in his hand meanders over the "floor" and the "platform" à la Sherlock Holmes, he does not even attempt to solve the problem in the approved "my dear Watson" manner. In fact, he has the temerity (some folk might use a less euphemistic term) to blow off steam through two and a quarter columns and then abruptly shuts off with the remark:—"The solution is easy and requires little courage."

The "80,000 Audience" Delusion

Mr. Finch and you will doubtless recollect that Sir Thomas More averred that in Utopia gold was put to vile uses. There was not an Association of Local Government Officers in Utopia—at least Sir Thomas does not mention it specifically—but if such an Association had existed, and if it had had a national journal, the standard of enlightenment obtaining among the Utopians might have saved it from the vile uses to which it is alleged (sometimes boastfully) L.G.S. is put in public offices in this benighted country. In these circumstances an audience of 80,000 is purely imaginary and very, very wide of the mark. The truth is, the number of members who seriously read the LOCAL GOVERNMENT SERVICE is quite negligible. Moreover, as experience suggests, the enthusiast who foolishly imagines he can arouse the members of the Association to the importance of big issues through the columns of the L.G.S. is (owing to considerations that need not be enumerated) liable to be misunderstood and, where he is not genuinely misunderstood he runs the grave risk of being deliberately misrepresented. Great movements never flourish in such an atmosphere.

"The Disease on the Floor"

In your July editorial you sense an inkling of the disease. Your nervousness as to what would happen when you saw the agenda was justified, but, apart from the consideration that the use of the terms "debating" and "agenda" implies a sense of proportion and dignity that is non-existent. You apparently fail to appreciate that the "disease" is not the result of the "agenda"—the agenda is indisputable evidence of the ravages of the "disease."

Your advice that the N.E.C. "will have to learn how to put down motions which will call for the best brains in the Conference to discuss" was courageous, and—timely. What is politely referred to as the "agenda" has for many years revealed the bankruptcy of the Association on fundamental matters relating to policy and principle. The inclusion year after year of little fiddling details of domestic economy, which associations with alleged meaner intelligence leave to their Executives, is clear evidence of bankruptcy of outlook on bigger issues. It would appear that a sense of this unstable condition has been aroused in different parts of the country. The situation is evidently becoming serious, since the need for reform has even percolated to Scotland where the advisability of making a wiser use of Conference time has been considered by the District Committee. In passing it may be observed that when some men some years ago respectfully suggested that Conference should spend its time on big issues they were regarded as "kill-joys," corrupters of "youth" and "dangerous red-flaggers."

"Platform and Floor"

Mr. Finch's remark that "a kind of mental dry rot has for some years affected the platform and this must of necessity affect the floor," is somewhat analogous to the ancient Chinese understanding of pathology. Mr. Finch and you will doubtless recollect that when a Chinaman had a pain in his stomach his condition was treated by the stomach doctor. If the pain shifted to the head the patient became a subject for the administrations of the head-doctor, while if the same patient developed a "tightness across the chest" the chest expert was immediately summoned. It may be that "tightness across the chest" in those far away days was due to indigestion, and, in that case, the stomach doctor might rightfully claim the patient. In any case, Mr. Finch seems to imagine that he can divide "Nalgo" on the ancient Chinese chess-board principle. It is interesting to note that while he does not prescribe a specific cure for the "platform" his anxiety to placate the "floor" and tenderly avoid hurting its susceptibilities is pronounced. The implication is that the "floor" would be easily handled if a cure could be found for the mental dry rot on the "platform." This may be very flattering to the "floor" but it is an example of the flattery Socrates scorned when he informed his judges he knew he would not have been condemned to death had he uttered the sentiments they ever liked to hear. It does not follow, however, that Mr. Finch is insincere. That, *it must be clearly understood,* is not even suggested. Frankly, Mr. Finch is not unlike the Chinese doctor. He forgets that the floor and the platform are only parts of the organisation and, as some folk aver, not quite so important parts as either one or the other foolishly imagine. If, as he implies, he is capable of presenting treatment for the parts, he would be well advised to study the anatomy of the whole organism, and, in doing so, he may find that the disease in the parts affected has its origin in the organs of the body—a septic tooth in some Branches, a sluggish liver in some District Committees, an evidence of flatulence in the N.E.C. —and so on.

It may be that if "Nalgo" was wisely led by the platform, the floor, as Mr. Finch suggests, would tamely follow. Yet, if it were granted that "Nalgo" was led by intellectual giants, and if the lead of those giants was followed in every particular it would not follow that "Nalgo" was in sound bodily health. No doubt to lead the people out of the wilderness and into the promised land would be a great achievement, but its ultimate success would depend on the conception the people had formed in their minds in their trek to the promised land. It may be sir, this truth was in your mind when you penned the words: "One of the handicaps which 'Nalgo' suffers from is its own success."

At the moment there does not appear to be even a glimmering consciousness of the truth that "Nalgo" is influenced by the same factors which govern everything else in the corporate achievements of human society. Consequently the only sure road to progress, and the only safe standard by which progress can be measured is that which reflects the intelligence of the rank and file of the Association.

The "Debaters"—Youthful and not so Youthful

Were it not for the circumstance that "debating" (blethering would be a more appropriate term) is a contagious disease, "the young men who seem more concerned about scoring debating points," etc., might be conveniently ignored. They really do not count in the scheme of things, since the urge to debate and the capacity to acquire the art of thinking are not even forty-second cousins to each other. These so-called debaters, some of whom let us hope will soon be drawing superannuation allowance, remind me of the fly that once upon a time sat on the axle-tree of a chariot wheel and said: "See what a dust I raise." True, they seem to get a kick out of "having a go" at the N.E.C., but even then they frequently bark their own shins, and in the process quite unconsciously reveal a standard of courage like the donkey which on one occasion kicked a lion, but—the lion was dead. Of course, the N.E.C. are not dead, unfortunately—they are simply comatose. The truth is, the humblest apprentice with an elementary knowledge of the laws and the meaning of the term "debate" could drop these so-called debaters for the count at any time. To do that would be as simple as pilfering coppers from a blind man or candy from a child—although not quite so immoral. In any case, the young men aforesaid like the other delegates of all ages on the floor were presumably elected to represent their Branches. If, as has been alleged, the delegates elected to attend Conferences are the cream of the Association, the quality of the cream suggests that the skim must be woeful stuff. Still, to divide the membership into the cream and the skim reveals a lack of understanding, although to do so is just as sensible and as reasonable as to attribute the poverty of outlook on the part of the Association to the floor or the platform as represented at Conferences.

The "floor" is a reflex of the rank and file. A stranger at a Nalgo Conference might conclude: "Here is an Association in which there is no rank and file." Nevertheless, the floor either reflects the apathy and indifference of the rank and file in selecting delegates and in framing motions for the betterment of the Association—or if the membership of the Branches actually turn out to Branch meetings in reasonable numbers to transact the pitiful "business" embodied in "agendas," it reflects their poverty of outlook and, frequently, their rank stupidity.

The "Disease" on the "Platform"

As to the disease on the platform, much that has been said regarding the floor may fittingly be applied. The floor is not so much called upon to debate. To be quite honest it may be said that in a general way to refer to the rumbling of the floor and the gramophone record mechanical thundering of the platform as "debating," is an unwarrantable misuse of terms. It is like using a dignified term to describe an undignified exhibition. When, as seldom happens, it comes to actual debating there can be no doubt the platform has the advantage. It must be admitted, however, that the platform at Cheltenham, while given the opportunity, failed to lead and revealed a dearth of debating power lamentable in a great Association. In fact, one man who never rises in Conference unless behind scratch, with a handicap that gives him the untruthful credit of always being "agin the Government," did more for the N.E.C. on one question at Cheltenham than apparently they could do for themselves. The same man would

(*Continued on next page*)

A NEW VENTURE BY THE LONDON COUNTY COUNCIL STAFF ASSOCIATION

In order to provide facilities for the post-entry training of officers, a University centre has been established at the County Hall, London, under the aegis of the University of London. The secretary of the centre is Mr. C. Winter, LL.M., of the Parliamentary Department of the London County Council. Arrangements have been made with the Council for a course of lectures on "Public Administration in Principle and Practice," to be delivered at the County Hall by Dr. H. Finer, D.Sc.(Econ.) (London), Reader in Public Administration in the University of London. The course will be given in conjunction with the City Literary Institute, Goldsmith Street, W.C.2. and the lectures will be given on Thursdays, from 6 to 7.30 p.m., and commenced on October 3, 1935. The full course will extend over two years of sessions held from October to April, each session consisting of 24 weekly lectures.

The syllabus of the lectures will comprise (*a*) general aspects of central and local public administration, economics, public finance, and social and political theory; and (*b*) special aspects of English constitutional law, English economic and social history and the history and principles of English local government.

The fee for the session is 7s. 6d. and intending students should register with the Head of the City Literary Institute. As the course is held as a university extension course, admission is not confined to members of the London County Council staff.

Sessional certificates will be awarded to certain students who satisfactorily complete the work of the session and there will also be certificates of merit, or of merit with special distinction. Further, promising students will be allowed to undertake honour work in some subject of the course, and to submit an essay embodying the results of the work. Sessional certificates in honours will be awarded to students writing satisfactory essays. It is hoped to secure the recognition of the course by the authorities concerned so that students may qualify for university extension exhibitions entitling them to enter upon the course of study for the university diploma in public administration.

This is a new venture as, so far, no university extension centre has held lectures in this particular subject.

SOME DUNGEON DARK, by J. A. Cole (Faber and Faber). 7s. 6d.

This is the story of a young man who is sadly infected by post-War idealism and manages to escape from a business life where the only excitements are provided by an eccentric director and a too enterprising cashier. But though he wanted to create a Utopia he could not bring a love affair to a satisfactory conclusion. A really gripping first novel.

DEBATING STANDARDS AT CONFERENCES

(*Continued from page 318*)

quite willingly have strenuously endeavoured to rescue the N.E.C. on another important issue had it not been that he realised they had made rescue almost impossible by their blundering tactics in not taking the members into their confidence.

Cheltenham "A Disaster"

This blunder was accentuated not so much "by a complete absence of conviction from the platform" as by a sheer lack of "savvy" on the part of the man to whom the N.E.C. entrusted their case. Nevertheless, despite these blunders the situation might have been saved had some member of the N.E.C. had the courage in face of a crisis to ignore stupid conventions and rescue the Association from the blatant demagogy of the floor and the lack of statesmanship on the platform. It is seldom that a Conference has to submit to what Mr. Finch and you mildly describe as platform baiting. Youthful recollections of fishing for minnows with a bent pin suggests a more vigorous and descriptive term for the most vociferous of the "baiting" "debaters." The bluff of the debaters at Cheltenham would have been easily called, but the failure to do so then or in the future should such a woeful exhibition be staged does not justify the assumption that: "in the absence of straw (dished out by the platform) the bricks produced by the floor have of necessity been mainly clay or shall we say mud."

There can be no doubt Cheltenham was a disaster. Still, when Mr. Finch remarks: "You, sir, propose to leave this disaster behind" he is guilty of perversion of the sense of the context, and also of a clumsy attempt to perform the sophistical trick of making the worst appear the best. True, he has the experience of history on his side when he urges: "it is by studying and also contemplating the results of a disaster that we shall benefit." Yet, to call upon you to keep the matter alive in the columns of the Journal, and to urge the Branches and District Committees to get at the root of a disease resulting from their own limited conception of the functions of Conferences, is an evidence of confusion of thought, mixture of issues and futility that makes painful reading particularly when penned by a man whose virile intellectual calibre has never hitherto been in question.

In conclusion it may be urged that when "Nalgo" meets in Conference to confer, the evils which you, sir, rightly deplore, and which Mr. Finch tilts at with an enthusiasm and a futility not unlike Don Quixote's never-to-be-forgotten attack on the windmills—these evils will vanish as mist before the morning sun. "Nalgo" has a long row to hoe before it reaches that stage. In the interval some of the methods of qualifying as delegates, such as the practice of appointing delegates to Conference as a reward for selling dance-tickets might with advantage be dropped. Meantime it is a pleasure to meet an odd live wire in the salubrious towns selected for Conferences. The Branches will now have the right to select the venue. It is therefore to be hoped that they will continue the policy of selecting towns on the extreme fringes of these islands, so that the delegates can meet in an atmosphere conducive to the profundity of thought so necessary for the consideration of the momentous issues which may yet be the subjects of discussion.

Yours, etc.,

Education Offices,
Clydebank. JOHN A. FRASER.

MANCHESTER MUNICIPAL PLAYERS—NEW MUSICAL COMEDY TO BE PRODUCED

Manchester is shortly to see a new musical comedy, the book, lyrics and music of which have been written entirely by members of the Manchester Municipal Players. It is called "Song of the Sierras," and is a departure from the usual shows given by this talented company, as in the past they have been contented with producing revues. It is to be given for five nights at the Lesser Free Trade Hall, Peter Street, Manchester, from November 12-16, commencing at 7.15 p.m. The book has been written by Mr. John H. Goldthorpe, who is a member of the Manchester Central Library's Staff. Mr. Arthur Chandler and Mr. George Williams, of the Education Department, have written the music, and Mr. Chandler all the lyrics. Mr. John Harrison, of the Gas Department, who has been associated with the company since its inception, is producing the show, and Miss Norah Byrne of the Electricity Department is arranging the dances. Even down to the making of the scenery and designing of the settings everything is done by some member of the Corporation staff.

A NEW AID TO LONGEVITY

Mr. William Green, of Knoll Street, Market Harborough, Leicestershire, who is ninety, attributes his remarkable health to a diet of live frogs.

"All this talk about living a simple life and going to bed early in order to reach a good old age is rubbish," he told a *Sunday Express* representative.

When he was a boy he was taught by a farm labourer the art of eating frogs.

"I swallow them alive," he said, "and I know that while I continue to eat them I shall not have an ailment."

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THE BENEVOLENT AND ORPHAN FUND

This year marks the Silver Jubilee of the establishment of the Benevolent and Orphan Fund of the Association and in commemoration it has been decided to organise a

POSTER COMPETITION

open to every member of the Association.

Design a poster to be printed to the size of approximately 18 in. by 12 in. advertising the Fund and send in your entry to this office. The design should be appropriate for display in the various municipal offices.

PRIZES

First	**FIVE GUINEAS**
Second	**TWO AND A HALF GUINEAS**
Third	**ONE GUINEA**

Please note that it is not desired to embody in the poster any reference to the Silver Jubilee of the Fund, but should be purely of a propaganda nature.

ENTRIES

1. Each entry must bear a nom-de-plume, and a sealed envelope, containing the entrant's name and address and bearing on the outside his nom-de-plume, must accompany the entry. Indication of the entrant's identity must not appear on the poster.
2. The copyright in each winning poster will belong to the Benevolent and Orphan Fund of the National Association of Local Government Officers.
3. Entries should be addressed to L. Hill, General Secretary, N.A.L.G.O., 24 Abingdon Street, Westminster, S.W.1, marked "Poster," to reach him not later than the 31st Dec., 1935.

AT RANDOM: COMMENTARY ON CURRENT TOPICS

By HYPERION

A Day in My Official Life

AN interesting booklet with the above title has recently been issued by the Institute of Public Administration at the price of 2s. 6d. It consists of short papers by a number of officers of different ranks from Medical Officer of Health and Borough Treasurer to Housing Estate Manager and Relieving Officer, describing their duties and dealing with some of their problems. The papers were read at the London Winter Conferences of the Institute of Public Administration in January 1934, and February 1935.

The glimpses of the actual working life of public servants afforded by these papers proved of great interest to those present at the two Conferences, and the Council of the Institute has decided to publish a selection of the papers in the hope that they may prove of equal interest to the other members of the Institute and also to a wider circle of those concerned with public administration.

The Human Element

(1) "I have left till last the most important consideration—the heart to do it (i.e. to work). You may multiply the most modern of machines, you may adopt the most modern of methods, but the human element is, and will remain, the key to the situation. It is there that the economists and calculators fail. They regard men as mere machines, but it is men, not machines, who have made our Empire. Let us have a truce to party politics and political manœuvres. It is the country that matters."

Lord Chancellor Sankey's Speech on the Coal Mines Bill in the House of Lords; April 29, 1930.

(2) "The 'standard of living' in its ordinary acceptation is a distinctively material standard. It finds its justification in the truth so strongly enforced by Aristotle that we must first have a velihood and then practise virtue."

Wealth and Life, by J. A. Hobson.

War and Jingoism

(1) "To the pacifist, war may signify horror, to the economist folly, to the philosopher barbarism; but to the mass of men it means many precious things; romance to the miserable, action to the inhibited, power to the impotent, reward to the unnoticed. Men denounce war—irrationally. But psychologically, in the deepest recesses of the personality—men like war.

"Is the dilemma then insoluble? Can there be no permanent peace? Not unless we can enrich the pattern of peace so that it becomes emotionally gratifying. As long as peace is characterised by economic insecurity, miserable living conditions, monotony of work, and a universal feeling of hopelessness, so long will the melodrama of war be all too welcome."

(Leo. C. Rosten, in "Harper's Magazine.")

(2) Foreigners can shout and wave their arms about the *Patrie* and the *Vaterland* and the Glory that Was (and apparently Is) Rome, but I think that the British attitude towards jingoism was well expressed by a certain Sergeant-major during the Great War. An enthusiastic young recruit came on parade with a small, but gaudy, Union Jack pinned to his tunic. The sergeant-major's eyes darted out of his head and hot expressions crept to his lips: then, making allowance for youth and suppressing his natural emotions with a great effort, he said kindly: "'Ere, my lad, you try to remember you're in the British Harmy now. We don't want none of your blinkin' patriotism 'ere!"

(Alan Kemp in *The Sketch*).

Contrast

(1) I cannot doubt that the evil atmosphere of the workers' houses has the same effect on the race. "What do I care for the Empire on which the sun never sets?" cried a Poplar man to Masterman. "In our court the sun never rises." And a Whitechapel boy once said to me, "What's the British Empire to me when I have to open the window before I can put my trousers on?"

—From *Rough Islandere*, by H. W. Nevinson.

(2) The seven-months-old son of Mr. and Mrs. Jack Coats, Christopher, in keeping with modern theories of upbringing, sleeps alone in a pure white painted room, with a ceiling decorated octagonally in pink, blue, and yellow.

—Marianne Mayfayre in *Daily Telegraph*.

Mind Over Matter

There was a faith-healer of Deal
Who said, "Although pain isn't real,
If I sit on a pin
And it punctures my skin,
I dislike what I fancy I feel."

Anon.

Progress

"Progress is a very recent invention. In the age of Queen Elizabeth and William Shakespeare, men believed that the race was in a state of chronic decay. In spite of printing, the compass and gunpowder, the earlier was considered the riper world. Those who actually lived through what we had learnt to regard as one of the most brilliant and progressive epochs of all history, regarded themselves as men of the dawn and the threshold, an army in advance, not in retreat. It remains to be seen what the judgment of future historians will be."—Aldous Huxley in *Texts and Pretexts*.

* * *

"What do you think of our two candidates for mayor?"

"Well, I'm glad only one can be elected."

Worry Defined

"Worry is a thin stream of fear trickling through the mind. If encouraged, it cuts a channel into which all other thoughts are drained."—Arthur Somers Roche.

Too Bad

Small boy: "The food at the picnic was lovely. I'd have eaten more of it, but I *ran out of stomach*!"

Thought for Rat Week

There must be at least 200,000,000 rats in England and Scotland alone; of course, I am speaking only from memory.

Tall Story

A man was about to be hanged in the U.S.A. The occasion had attracted a large number of journalists and one Senator.

The journalists suggested that if the condemned man could be persuaded to make a speech, it would have a high publicity value. The condemned man, however, when consulted, said that he did not wish to make a speech.

Therefore the Senator came forward and said that he understood that the condemned man did not wish to make a speech—might *he* do so?

The Sheriff replied that it was a highly unusual procedure, but that, if the condemned man had no objection, he thought he might be allowed to do so.

The condemned man said: "I don't mind, *but hang me first*!"

* * *

"Mother, have I been a good boy lately?"
"Yes, Bobby, you have been a very good boy."
"And do you trust me, mother?"
"Why, of course, I trust you, Bobby."
"Then why do you go on hiding the jam?"

Press Cuttings

There is something specially clean and wholesome about boating men of which one is not so conscious among other athletes.—*Sunday Times*.

If for no other reason than sheer bulk this book has to be taken seriously.—*Observer*.

"Of course, he is most amusing, and he made me laugh uproariously, and yet somebody else might have been equally good. It is rather the humour of situation than the humour of personality. Admirers of Hulbert will probably feel that in this, his best picture, he ought to have more to do.

(*Campbell Dixon* [*criticising a film*] *in the "Daily Telegraph."*)

The Nordic Superman

Generally speaking, the Nordic race alone can emit sounds of untroubled clearness, whereas among non-Nordic men and races the pronunciation is impurer, the individual sounds are more confused and more like the noises made by animals, such as barking, snoring, sniffing, squeaking.

That birds can learn to talk better than other animals is explained by the fact that their mouths are Nordic in structure—that is to say, high, narrow, and short-tongued . . . The shape of the Nordic gum allows a superior movement of the tongue, which is the reason why Nordic talking and singing are fuller.

(*Professor Hermann Gauch, "Manchester Guardian," November* 27, 1933.)

Stop Press

Much attention has been drawn to the Bishop of London's statement that attempts are being made to accustom the British public to semi-nudity on the stage, which is foreign to English tradition. What he said was taken down in shorthand, and will be published soon after Christmas in the third book of a series which he is bringing out on Questions of the Day. It will be entitled "Has the Kingdom of Heaven Arrived?—*Church Times*.

Amongst knowledgeable men last season's bowler is coldly received and slightly shuddered at.—Advt. in *Punch*.

——— ———, of Shoeburyness, applied to Southend Justices to-day for the reduction of a maintenance order under which he had to pay his wife 15s. a week. He said he was now unemployed. The Bench reduced the order to 14s. 11d.—*Evening Standard*.

Friend (to the Village Spinster): "I hear that we have to congratulate you on your engagement."

Village Spinster: "Well, I know nothing about it—but thank God for the rumour!"

Things Which Might Have Been Expressed Differently

Lord Derby, one of the most accomplished of after-dinner speakers . . . read his speech at last night's dinner. Throwing his manuscript aside, he paid tribute to the interest of the Royal Family in the Fair, remarking: "Hour after hour they go round and round showing an honesty of purpose I should like many of my horses to have."—*Daily Telegraph*.

ELECTION LAW

Of particular interest in view of the impending General Election is the "Handbook of Election Law," which Sir Isaac Pitman and Sons, Ltd., have published at 2s. 6d. The author is Mr. Robert J. Holland, of the Inner Temple, Barrister-at-Law, and his book should certainly simplify the task of the candidate and his election agent and others concerned in acquainting themselves with the main features of the legal provisions. Chapters deal with the candidate, the election agent, election expenses, and offences at elections, and the law is explained in an easily understandable form.

SALARIES AND SERVICE CONDITIONS

REVIEWS AND RECENT ACTIVITIES

Superannuation

The Association has forwarded with the National Union of General and Municipal Workers, a joint application to the Tipton Urban District Council to adopt the 1922 Superannuation Act.

The Darlington Rural District Council has adopted the Local Government and Other Officers Superannuation Act, 1922.

Salaries and Grading

After a number of applications on behalf of the staff the Marple Urban District Council has considered a model scheme for the grading and classification of the whole of its staffs coming under the purview of the Lancashire and Cheshire Whitley Council for Officials, and has adopted the grading as recommended by the Whitley Council.

An application on behalf of Park Constables to the Parks and Gardens Committee of the Liverpool Corporation, for a merit increase of 2s. per week after 15 years good service, and a further merit increment of 2s. per week after 25 years good service, has been acceded to and later confirmed by the Co-ordination Committee and the City Council. The increment will be retrospective to the date of the Parks Committee meeting on June 26, 1935.

Negotiations are taking place between the Association and the Corporation of Redcar, in respect of the adoption of a salary and grading scheme for the official staff.

The Divisional Secretary has submitted a scheme for the consideration of a special Committee which has been appointed.

Through the agency of the Staff Joint Committee, the staff of the Wallsend Borough Council have been graded in accordance with a new scheme recently adopted.

The Council has also agreed to make a grant of £20 to officers in the lower grades, on passing an approved examination.

The Office Committee of the Ebbw Vale Urban District Council received the Divisional Secretary on October 3 regarding the grading recently adopted and a number of anomalies. The Committee gave the Divisional Secretary a very courteous hearing and it is hoped that it will re-consider the cases brought forward.

Overtime

Application was recently made to the Gas and Electricity Committee at Darlington, for overtime to be paid to the transport clerical staff for work on Sundays.

It was agreed that for all time worked on Sunday, the staff be paid at a rate of 25 per cent in excess of the appropriate rate of the clerical staff scale of salaries, and that during the temporary period until the duties of the traffic office staff can be reorganised, any regular duties exceeding the standard number of hours per week be paid at the rate of time and a quarter for all hours in excess of the standard number.

The resolution was made retrospective to January 3, 1935.

Legal Assistance

A member of the South Shields staff (Sanitary Inspector) unfortunately developed blood poisoning as a result of an accident whilst carrying out his official duties. His left arm had to be amputated. He received full salary from the Corporation, but the Insurance Company did not respond to his request for compensation. The Association engaged a solicitor on his behalf and obtained for him the sum of £195.

Two members of the staff of the Hebburn Urban District Council recently received notice of dismissal and, subsequently a local newspaper made comments which appeared to be actionable.

Counsel's opinion was obtained, and the matter placed in the hands of a local solicitor. The sum of £30 as damages has been offered to one of the persons in question.

Ministry of Health Inquiry

A very important case affecting Sanitary Inspectors is reported from Whickham. Serious charges were made by the Urban District Council against the Sanitary Inspector, and a Ministry of Health inquiry was held.

After a hearing extending over four days, the Inspector was completely exonerated from all the charges which had been made against him, and he was granted by the Ministry £75 towards the cost of the case.

This is the first time that the Ministry has made an award of this kind.

Appreciation

The Divisional Secretary has received a letter of congratulation from the Bolton and District Branch of the Association on the successful efforts in connection with the reduction of office hours of the Corporation staff, and in connection with the re-grading of the Public Assistance Administrative Staff under the Whitley Council scales.

BRANCH NEWS

At a meeting held at Ely Lodge, Cardiff, on September 17, Mr. R. Stephenson, Public Assistance Officer, who presided, urged that every officer should support the Association. Mr. Stephenson said that while they had every reason to be grateful to the old National Poor Law Officers' Association, it was undoubtedly true that the amalgamation of that Association with N.A.L.G.O. had resulted in a more powerful organisation. Mr. J. E. N. Davis, Divisional Secretary, addressed the meeting on the work of the Association, and was thanked for his address on the proposition of Dr. J. R. Payne, Medical Superintendent.

A meeting of the Staff of the Dovenby Hall Colony (administered by Carlisle, Cumberland and Westmorland Counties) was held on October 1. The Staff proposes to join the Cumberland County Branch of the Association.

A swimming gala organised by the Birkenhead Branch of N.A.L.G.O. was held at the Byrne Avenue Baths, Rock Ferry, on September 13. The programme of sixteen events, included championship squadron races and handicaps, and amusing novelty races.

A new Branch of the Association has been formed, comprised of the officers of the Durham County Water Board. There is a commencing membership of approximately 50.

Training of the Library Staff

(*Continued from column 3*)

will be dealt with by routinists who need have no other qualifications than manual dexterity, pleasing appearance and manners, and a trained habit of mind.

"Rigidity in the application of service method is necessary in a large system. A measure of elasticity can, however, be provided, by a staff organisation which allows the merest junior a voice in the formation of operative ideas, which if approved by the senior staff council, can be incorporated in the system. Such a method has been working successfully in the Sheffield libraries for many years. No variations in routine practice are adopted until they have been fully discussed at our staff meetings; everyone is encouraged to submit ideas; and if there is, on occasion, the inevitable indecision of democratic control, there is always a dictator in the chair to make the final decision, although he shares the failing of most dictators in not always making the right ones."

TRAINING OF THE LIBRARY STAFF

Alderman K. Thornton, Chairman, Libraries and Arts Committee, Leeds, in a paper presented to the Library Association Conference remarked that in no other department of municipal organisation was the right type of public servant so important as in the library department, "Our library staffs come into daily contact with the electorate and the public in a way no other service approaches. The supercilious Jack-in-Office, a type dying out let us hope, everywhere, is a complete misfit in the library service. Neither do we want the old-fashioned type shoved in the service through influence without any special qualification. We are now getting a fine body of young men and women who regard the service as a vocation and not just a job and whose general courtesy and willingness is one of the best features of the system."

Mr. J. P. Lamb, City Librarian, Sheffield, in a paper contributed to the conference proceedings, referred to the problem of whether actual work in a library or a course at a Library School is the better method of training staff. "I hold the view," he said, "that it doesn't matter much either way, provided the school and the library are both efficiently controlled, and that the theoretical work is regarded as a preliminary, and not particularly important, part of training. What does matter is that we select for our staff persons in whom the gift of intellectual interest has been strongly developed. Courses of training are useful for certain special work in libraries, such as palaeography for archive work and science for Science and Technology Departments. But it is difficult to see the intellectual necessity—though the social basis is clear to all of us—for the extraordinary amount of rubbish the candidate must master at library and other professional examinations, only to discard when he orders his thought on sensible lines. We are told that it is necessary for him to learn these things in order to develop a trained mind; that they are exercises in exactness; but one wonders why the mind cannot be trained by exercises in thoughts that would be useful in later work instead by incursions into intellectual archaeology."

"The training of the staff of the efficient library would be somewhat different from that usually provided. They would be encouraged to obtain their diplomas as early as possible, in order to clear the way for the process of real library training.

A Continuous Process

"It is of the utmost importance," he continued, "that staff training should be a continuous process. Departmentalism is inevitable in large library systems, and the routine character of much of the work tends to create a departmental exclusiveness of outlook which may affect adversely the efficient working of the system. This becomes particularly noticeable towards middle age, when the spur of ambition is lacking and repetitive detail becomes so automatic that the mind insensibly contracts within the limits the organisation sets for it. One simple way to avoid this is to have a regular general post among the senior staff, but domestic arrangements make this difficult, and the change is only from one department to another. I think the best method—which is now being introduced in Sheffield—is to give each Departmental head, in turn, an opportunity to obtain a first-hand knowledge and experience of the direction of the system, by allowing him to work as a personal assistant to the Chief Librarian. Here he will exercise his mind on the analysis and solution of problems which are new to him and which relate to the system as a whole.

"In the efficient library, whose staff keep closely in touch with its readers in this way, there will probably be many changes in method in the course of a few years, because method or technique must always be subordinated to the purpose for which it is employed. The mechanical contact between public and library

(*Continued at foot of column 2*)

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HOSPITAL AND NURSING HOME SCHEME

the October, 1935, issue of LOCAL GOVERNMENT SERVICE at page 292, there was published an article dealing with the pital and Nursing Home Scheme, which, ided not less than 1,000 persons signify intention to subscribe to the Scheme, will e into operation on January 1, 1936. That le set out on very broad lines the nature of scheme and the benefits for which members d contribute.

the end of the article certain space was ted to answering some general questions h had been put forward by interested ons regarding the operation of the Scheme. nce publication of the article, attention has drawn to the fact that the answers given rtain of the questions were not, perhaps, ear as they might have been, and, therefore, Legal Department of the Association has asked for its observations on these answers, its interpretation of the relevant rules of Nalgo Provident Society.

ne answers about which doubt has arisen, the observations thereon of the Legal rtment are as follows :—

Q. Can a member of N.A.L.G.O. insure his wife and children without insuring himself?

A. Yes. The following persons are eligible for membership :

(i) Members of N.A.L.G.O.
(ii) The wives of members of N.A.L.G.O.
(iii) The husbands of members of N.A.L.G.O.
(iv) The children of members of N.A.L.G.O.
(v) Employees of N.A.L.G.O., their wives or husbands.

Observations.

Although the point is not free from doubt, the Department is inclined to the view that from the wording of Rule 3 (1) (*b*) it must be inferred that any member who is insured under object (*a*) of Rule 2, *i.e.*, insured under *either* the Sickness Scheme (Table I) *or* the Hospital and Nursing Home Scheme (Table III), can insure his wife and children under the latter Table. It would not appear to be necessary for the member himself to be insured under Table III, provided that he is insured under Table I.

This interpretation of the rules does not, however, carry out the intention of the Committee of Management of the Provident Society, *viz.*, that a member should only be allowed to insure his wife and children under Table III if he himself is also insured under that Table. In the circumstances, steps will be taken to amend the rules at the next Annual General Meeting to give effect to the Committee's intention.

In the meantime, in the exercise of the powers in regard to acceptance or refusal of applications for membership conferred upon them by the rules, the Committee of Management will not accept any further application of a wife (or husband) of a member for admission to the Hospital and Nursing Home Scheme unless the member himself (or herself) also joins the Scheme.

Q. Does the following provision mean that a member would be liable for the first £5 in the event of sickness?

"Maximum grant of £50 in any one illness, provided that the first £5 in respect of treatment for such illness shall be ignored."

A. Yes. The first £5 of claimable expenditure must be borne by the member in each case when the declaration on funds is made, *e.g.* if the total fees incurred for an operation amounted to £30, the sum of £5 would be deducted from this amount, and the member would receive in benefit from the Society the sum of £25.

Observations.

The provision quoted in this question is that which appears at the bottom of page 2 of N.P.S./11, and that provision does not sufficiently set out what appears in Clause 5 of Rule 15, namely :—

"The maximum amount payable in such period (*i.e.* a period of twelve months) to a member in respect of all or any of the before-mentioned benefits shall be fifty pounds (£50) over and above the share to be borne by the member, as follows :—

"Of the total amount of such fees, charges and/or costs incurred in any such period there shall be borne by each member the first £5 of claimable expenditure. . . . When the maximum amount of benefit payable under the provisions of this rule in respect of any one illness has been reached, no further benefit shall be given in respect of that illness, irrespective of its duration."

The first part of the answer to this question is apt to be misleading, because the member is only required to bear the first £5 of claimable expenditure in the period of twelve months. He would not be liable to bear the first £5 of the expenditure in respect of each illness, if two or more illnesses occurred during the twelve months period. The second part of the answer is quite correct, but it does not seem to have any real bearing on the first part of the answer.

(4) Q. Will benefit under "(1) Fees of a duly qualified and registered medical practitioner not exceeding an amount of 7s. 6d. per visit, subject to a maximum of £25 during such period of twelve months," be aggregated for a series of illnesses or minor ailments during a period of twelve months for the determination of benefit payable?

A. No.

Observations.

The answer to this question ought to have been "Yes." The member is entitled to a sum not exceeding 7s. 6d. for each visit by the medical practitioner up to a maximum of £25 during the period of twelve months.

(6) Q. If an officer retires at 60 years of age and does not become a retired member of N.A.L.G.O., can he continue in the Scheme until the age of 65 years, at which age membership ceases?

A. Yes, on payment of an additional management fee of 3d. per month, if he desires to do so.

Observations.

The answer to this question ought to have been "No," because a member who retires from the service at 60 years of age is eligible for retired membership of the Association. A retired member is one of the three classes of members defined in the Rules and Constitution of the Association. Consequently, Clause 11 of Rule 3 would apply and his membership would be terminated under the provisions thereof. Clause 12 of Rule 3 applies only to those members who *resign* from the service in order to take up an outside occupation. Clause 4 of Rule 11 would appear to relate only to withdrawals and Return at Death under the Sickness Section, and consequently does not apply to the Hospital and Nursing Home Scheme.

(7) Q. What provision is made for any surplus arising in the fund created by the Scheme?

A. In the event of an accumulation of surplus funds at the end of a year, the Committee of Management would have to consider the question of including additional benefits in the Scheme or decreasing the contributions.

Observations.

There is not specific provision in the rules for the disposal of a surplus at the end of any year, and it would appear inadvisable for an alteration to be made in the rates of benefit or contribution except on the recommendation of a valuer appointed by the Society under Rule 34.

(10) With regard to Question (10) the Legal Department agrees with the answer that the member would receive the total amount of £50 in respect of the illness, accident and operation, but does not agree with the manner in which that amount has been calculated. In the view of the Legal Department payment should be made to the member as follows :—

	£ s. d.	£ s. d.
(*a*) *Single Illness.*		
*Doctor's Fees..	5 5 0	
Less first £5	5 0 0	
		5 0
(*b*) *An Accident.*		
*Doctors' Fees..	7 7 0	
†Surgeon and Anaesthetist	15 15 0	
Specialist (if two consultations)	4 4 0	
‡Nursing Home	15 15 0	
		43 1 0
(*c*) *An Operation.*		
*Doctor's Fees..	7 7 0	6 14 0
Surgeon and Anaesthetist	15 15 0	
Specialist ..	4 4 0	
Nursing Home	25 15 0	
		£50 0 0

*The maximum amount allowed for each visit of the Doctor is 7s. 6d.
†The maximum amount allowed for each consultation is £2 2s.
‡The maximum amount allowed per week for nursing home, hospital or sanatorium charges is £5 5s.

Several inquiries have been received as to what amount of claimable expenditure should be borne by the member in the case of a series of small illnesses occurring in a period of 12 months. The query is dealt with partly in the observations on the answer to Question (2) above. Those observations are supplemented by the following examples :—

(*a*) The member has three small illnesses in the period, the medical practitioner's fees for the first illness being £2, for the second £2, and the third £3. The member would have to bear the whole of the fees in the first two illnesses and £1 of the fees in the third illness.

(*b*) The member has two illnesses, the fees in the first amounting to £5 and in the second £10. The member would receive nothing for the first illness, but £10 for the second.

INTERNATIONAL CONGRESS OF LOCAL AUTHORITIES

It is announced that the sixth International Congress of Local Authorities is to be held at Berlin and Munich, from June 8 to 13, 1936. On the first question to be discussed at Berlin—"The fight against unemployment through the local authorities"—the reporter for Great Britain will be Mr. T. S. Simey, M.A., Lecturer on Public Administration in the University of Liverpool, and the English general reporter on that subject will be Mr. R. C. Davison, M.A. The report for Great Britain on the cultural side of municipal activities, which will be discussed at Munich, will be undertaken by Mr. J. R. Howard Roberts, Solicitor to the London County Council and Chairman of the Executive Committee of the Institute of Public Administration.

SELECTION OF OFFICERS

To the Editor, LOCAL GOVERNMENT SERVICE.

SIR,—In fairness to my colleagues on the National Executive Council, I must deny categorically the innuendo in Miss Thompson's article under the heading, "The Selection of Local Government Officers," which appeared at page 288 of the October issue of LOCAL GOVERNMENT SERVICE, that the National Executive Council delayed their action until the appointment had been confirmed at Liverpool. In the eighth paragraph in column one, she says: "On July 20, a special sub-committee was appointed by the N.E.C. to inquire into the whole position. On July 25, however, it was announced in the Press that the Liverpool Committee were recommending the appointment of an official in the Veterinary Department to the post, and this was confirmed by the Council on July 31. It is of importance to members of N.A.L.G.O. to note that the successful candidate was a local official of N.A.L.G.O. and a member of its N.E.C." In my opinion that innuendo ought never to have been introduced and Miss Thompson has used a coincidence of dates for a purpose which does not do her justice.

The appropriate Committee of the National Executive Council gave careful consideration to Miss Thompson's case and came to the very definite conclusion that it was one which did not differ in principle from innumerable other cases in which men only had been concerned. The National Executive Council must acknowledge the right of every local authority to adopt or reject the recommendations of a Committee. There are scores of local government officers in the service who have been recommended for appointment by Selection Committees, but when those recommendations have been submitted to the Councils they have not met with approval. We could not see that Miss Thompson's case differed from any of the others, but, instead of giving a reply to Miss Thompson as we would have given to a man, we gave her the benefit of a small sub-committee to explain the whole of the circumstances. That is the only reason why there was a time-lag between the date of the committee and the date when Miss Thompson was interviewed.

It is a simple case of a City Council exercising its right to have the last word upon the choice of a candidate for appointment.

The rest of Miss Thompson's article provides ample scope for an interesting discussion, which I should like to see pursued in the columns of LOCAL GOVERNMENT SERVICE.

Yours faithfully,
WM. W. ARMITAGE,
Chairman of the National Executive Council.

To the Editor, LOCAL GOVERNMENT SERVICE.

SIR,—The article which appears in this month's issue of LOCAL GOVERNMENT SERVICE, from the very able pen of Miss J. M. Thompson, should not be ignored by members of N.A.L.G.O. It touches points of fundamental importance.

Briefly, Miss Thompson suggests that N.A.L.G.O. should take steps to:

(1) Prevent unqualified persons from obtaining responsible posts,
(2) Secure equal opportunities for women in the local government service,
(3) Secure "trade union" action in case of a dispute or appeal, and
(4) Secure, generally, decent principles of administration.

On the second and third points, there will always be differences of opinion. Miss Thompson states her own views clearly and they must, of course, be shared by many of our members. With regard to the first and fourth points, however, there can be no differences, and as the events outlined by Miss Thompson disclose a remarkable disregard of these two principles it would appear to be beyond question that the Association should give close attention to the matter.

The fact that Miss Thompson was personally concerned in the case she quotes would make it more difficult than otherwise for her to call attention to the unsatisfactory state of affairs disclosed, and members are indebted to her for her courage. It is not merely a matter of the appointment of women (although that must be of importance to a large section of members); it is a question of the appointment of properly qualified persons to important posts in the service. That must be one of our first objectives and members will wish to be assured that the Executive Council are keeping a watchful eye on the general position.

Yours, etc.,
SYDNEY LARKIN.
City Treasurer.
Coventry.

To the Editor, LOCAL GOVERNMENT SERVICE.

SIR,—Miss Thompson's article in your current issue seems to me to raise no issues at all. Judging the case only from the facts stated by her in what appears to be a fair way, there appears to be no case either for calling upon Liverpool to reconsider their decision, or for blaming N.A.L.G.O. for an indecisive policy.

The mild but unmistakable peevishness in the article is indeed excusable. Miss Thompson's feelings can well be understood when a nice plum is handed to her only to be taken away. But it is difficult to follow her reason for appealing to N.A.L.G.O. on an issue which lies solely in the hands of Liverpool Corporation, who would probably regard any proffered advice as an impertinence.

To ask N.A.L.G.O. to interfere in such a matter is to lower the prestige of our organisation, and to alienate important friendship in very high places.

As to the point raised relative to sex prejudice, and the appointment of a woman in executive control of men, there are very few of us who would agreeably suffer such an unnatural imposition by a council whom we could otherwise serve wholeheartedly.

Yours, etc.,
R. COATS.
Chief Assistant to the Borough Accountant.
Accounts Dept., Municipal Offices, Brook House, Dover.

(*Continued from column 3*)

The winner of the Tennis Individual Competition for Gentlemen was Mr. L. Swann, of Lytham St. Annes, who secured the Challenge Cup presented by the Burnley Branch and a pewter tea set as 1st prize. Mr. S. Astin was the runner-up.

The Golf Competition results were as follow: Winner, Mr. F. G. McFall (Wallasey), score 74; runner-up Mr. G. A. Keeley (Southport) 78. Mr. McFall became the holder of the Accrington Cup, and received a canteen of cutlery as 1st prize. Golf (Consolation) Competition. Winner, Mr. E. Lees (Southport) (78); runner-up, Mr. W. Middlehurst (Southport) 81.

Manchester team was successful in the Swimming Competition against Southport (2), Birkenhead and Burnley, and retained the Lancashire County Cup. The runners-up were Southport.

Nalgo (Metropolitan District) Operatic and Dramatic Society are to present the popular Gilbert and Sullivan opera, *The Gondoliers.*

The performances take place at the Scala Theatre, Charlotte Street, Tottenham Court Road, London, W.1, on December 2, 3, and 4. Tickets may be obtained from all Branch Secretaries, and members of the Society, or from the Hon. Business Manager, Mr. Percival W. Bond, A.C.A., "The Nook," Church Hill Road, Walthamstow, E.17.

NALGO SPORT

Metropolitan District Committee, Golf Sect

The autumn meeting of this Section held at the Beckenham Golf Course, Croyd on Wednesday, October 2, when 18 competit took part in the morning competition aga bogey on the Stapleford system. Very g scores were recorded, and the winner C. F. Challis (Mitcham), 38, and the runn up, C. W. Strutt (Heston) with 37 poi In the afternoon four-ball matches, best score against bogey, half combined handi deducted, resulted in some very close gam W. E. Lloyd (Hampstead) and W. B. Wig (Mitcham) were the winners with net sco 66, and three pairs tied for second place b on taking the last nine holes into accou H. Alderton (Bromley) and W. Nelson (Cr don) were the runners-up with 66½. T weather, except for a slight shower in morning, was fine. The excellent condit of the course, and the courtesy extend to the members by the Beckenham G Club Committee and staff, were much app ciated by all those taking part.

Results: Morning (Bogey-Stapleford) C. B. Challis (Mitcham), 38; C. W. Str (Heston), 37; Dr. Young (Teddington), C. F. Whitehead (Croydon), 33¾; K. Co (Twickenham), 32½; H. L. Temple (Croydo 32; D. E. Gough (Croydon), 32.

Afternoon (4-ball best ball score, less handicap).—W. E. Lloyd (Hampstead) W. B. Wignall (Mitcham), 66; W. Nels (Croydon) and H. Alderton (Bromley), 6 C. F. Challis (Mitcham) and D. E. Gou (Croydon), 66½; H. G. Crew (Lambeth) a K. Cook (Twickenham), 66½; C. K. Fi (Tottenham) and L. J. Ellis (Surrey C.C.), C. F. Whitehead (Croydon) and Dr. You (Teddington), 69½.

Newport Bowls Club

The Club has completed its second seas and flourishing. Membership is over and 22 matches have been played. Mess A. J. Rowe and L. H. Harper, Health Depa ment, are the singles open and singles handic champions respectively. A rink from t Club won the Hugh Begg Cup for Wa at the annual conference this year, and hope defend it at Aberdeen in 1936. Dr. Ire T. J. Ruxton put up a handsome trophy competition during her Presidential ye and this was won by the hon. secretary, M Ivor H. Jones. The annual meeting held the Bodega Restaurant, was very well attended

North Western District Meeting

The North Western District annual spo meeting was held at Lytham St. Annes September 14. The bowling and ten competitions took place on the Greens a Courts, respectively, in Ashton Marine Par Fairhaven, and the swimming final at the Lyth Baths, Dickonson Terrace, Lytham. The facilities were lent by the Corporation. T golf competition was played on the St. Anne Old Links, St. David's Road North, St. Anne The Manchester team defeated the Burnl team in the final of the Bowling Teams Co petition, with a score of 139 against Manchester thus secured the Challenge Cu presented by the North Western District. T members of the winning team each received box of cutlery (38 pieces) and the runners-u a fruit set in case.

Mr. S. Belshaw, of Warrington, in the Bowli Individual Merit Competition gained t Challenge Cup presented by the Manchest Branch of N.A.L.G.O., and a canteen of cutle as 1st prize. Mr. H. Daniels, of Bolton, t runner-up, received a pewter cigarette box.

In the Tennis Teams Competition Ma chester defeated Warrington, thus securi the trophy presented by the Salford Branch N.A.L.G.O. Miss Bowden of Stockport w victorious in the Tennis Individual Competiti for Ladies against Miss Fothergill, of Liverp o

(*Continued at foot of column 2*)

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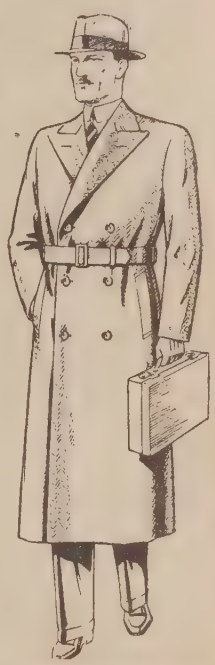

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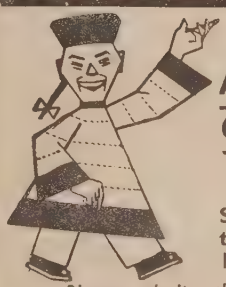

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Mr. James Mitchell, Dundee, to the City Collector's Department, Town Hall, Blackburn.
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(*Continued on page 329 col. 1*)

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USING AND TRAFFIC IN SWEDEN

e members of the Association who were e enough to go on the centenary cruise r and those other members who are d in housing and traffic problems, particularly interested in the October "The Anglo Swedish Review." On 7 to 360 of this review there is a similar n the new traffic centre of Stockholm as in course of construction when we that city in August, and it tells how is being re-constructed so as to bring ry important traffic terminal point ity right up to date so as to meet the modern traffic.

Swedish Housing Policy is, of course, l to be one of the most forward in the It is the proud boast of the city that o slums, but that does not prevent the people from being right up to date and, setting the pace for other countries in s concerning housing policies. This ive article tells how it is done.

ember of N.A.L.G.O. who is interested tain a copy of the October, 1935, "The Anglo Swedish Review" from edish Chamber of Commerce, 14 Square, E.C.3. It is a special privilege bers of the Association in view of our weden during the summer months.

NS FOR VILLAGE HALLS

National Council for Social Service issued two new leaflets, V.H. 2(6) and elating to a system by which facilities granted to villages which propose or improve village halls. Leaflet relates to the building of the village the leaflet sets out the conditions to the loan, the points to be noted onsidering the question of building he procedure to be followed and the hich application should be made.

V.H.7 relates to improvement loans ay be made to Village Hall Committees ropose to improve their halls in any ain number of particular ways. The construction of the circular follows the V.H.2(6), and these leaflets will be of great use to any of our members interested in rural community councils National Council of Social Service, ich sources copies of these circulars btained.

VEMENT OF MEMBERS

(*Continued from page 328*)

Townson, Lancaster, to Sanitary In-, Buxton.

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N. Jenner, Essex C.C., to Surveyor's ment, Hants. C.C.

irton, Bedford, to Treasurer's Depart-Bath.

. Banks, Ipswich, to Clerk's Depart-Chichester.

Marshall, Southend, to Accountancy nt, Scarborough.

Wetton, Chislehurst and Sidcup, to Planning Assistant, Mansfield.

Gooseman, Wembley, to Temporary ering Assistant, Birkenhead.

. Tunks, Wembley, to Chief Engineer-istant, Malden and Coombe.

. Closs, Mitcham, to Estate Manager Brownhills U.D.C.

BRIDGE FORUM

By NEVILLE HOBSON

Contract Systems

IT is advisable for Contract players to be acquainted with the general nature of the main systems now in vogue. Obviously, they must be fully cognizant with the details of the particular conventions they play themselves, but—unless the essential features of the system used by their opponents are known—serious errors may be made, owing to the significance of bids not being properly appreciated.

If, for example, two playing are using the Culbertson "Forcing Two" system and their opponents the "Two Club" convention, expensive miscalculations can be made if the trick value of the Two Club bid is not fully appreciated, and the difference between the Honour trick value of the Two Club system (5—5½) as compared with the One Club (3½—4) must be kept in mind.

Main Systems

The main bidding conventions now being played are: (1) The Strong (or Forcing) Two; (2) One Club; (3) Two Clubs; (4) One over One; (5) Losing Trick count.

Some of these commence with an artificial opening bid and some with a natural bid of an "approach" nature. Personally, I dislike artificial bids and share the views of those who would welcome their exclusion, but it is now too late for the elimination of such conventions as the One Club or Two Clubs, which—while they are apt to spoil the card sense of the bidder—simplify, to some extent, the bidding of slams.

It is impossible in an article of this nature to set out the details of these various systems, and I must refer my readers to the appropriate textbooks, but would again mention "Concise Contract," by "Echo," which is published by Joiner & Steele at 2s. 6d. Reference to other inexpensive textbooks was made in my last article.

Laws of Bridge

Under the recent International Laws of Contract Bridge, the "proprieties" of the game demand that no convention should be used unless the significance of it is known or has been announced. It is necessary that the "convention" should be fully understood by the other side, and players using convention calls should be ready to reply fully to a proper inquiry by an opponent as to their meaning or use. Should it be necessary to make such inquiry during the bidding, the partner of the player who has made the call should reply.

Natural Bidding

Without invoking artificial methods, however, there are now certain accepted principles which indicate the big hand and the possibilities of a slam.

An invitation for slam bidding can be deduced from any of the following:

(1) A Jump Bid of 3 in a different suit over an initial bid of One from one's partner.

(2) A bid of Three No Trumps over an initial bid of One of a suit (Three No Trumps following an initial bid of One No Trump not having nearly so much significance).

(3) An immediate raise to Game following a Bid of One from one's partner. E.g. 4 Hearts following an opening bid of One Heart.

(4) A bid of 5 of a Major suit, in response to one's partner's initial bid of one.

Apart from these, there are other methods of an even stronger and more significant nature, namely:

(5) An opening bid higher than Game.

(6) Bidding an opponent's suit after one's partner has opened or participated in the bidding (normally showing command of such suit for the first round, e.g. Ace or void suit).

(7) A bid higher than Game after an opponent has called.

(8) A bid of another suit after a Game score has been reached, and the trump suit has been agreed by the combined bidding of the partners (this being utilised to indicate the holding of the Ace in the bid suit and is an alternative to the more artificial Four No Trump and Five No Trump conventions).

NEW "H.M.V." RECORDS

Count John McCormack, who has been recording for thirty-three years, makes the October Record-of-the-Month for "His Master's Voice." Although skilled in every form of singing (he was a great favourite at Covent Garden) McCormack prefers to lavish his great art on simple songs, which he sings with the superb artistry and feeling that have made him the supreme ballad singer. On this lovely new record (H.M.V. DA1426) he sings "Shannon River" and "I Met an Angel," the song success of the month.

The number of film stars who can really sing is small, and among this favoured few, Ramon Novarro and Nelson Eddy occupy the highest places. Ramon Novarro, who has been mobbed by thousands of "fans" every time he has been in England, was persuaded by "His Master's Voice" to make some records, the first of which, a medley of some of his most popular songs, including: "Charming," "The Night is Young," and "Pagan Love Song" (H.M.V. C2778), is issued this month. Nelson Eddy, the young Philadelphia star, who sprang to fame in the film *Naughty Marietta*, sings two of Romberg's best songs on his new record. It is interesting to note that "When I Grow Too Old to Dream," which is coupled with "Auf Wiedersehen" (H.M.V. DA1435), is taken from Ramon Novarro's film, *The Night is Young*.

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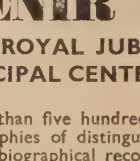

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HOME GARDENING

By WALTER P. WRIGHT

Author of "Roses and Rose Gardens," "Alpine Flowers and Rock Gardens," "The Wright Encyclopædia of Gardening," etc.

'E fall into a way of looking on the Rose as the great flower of June, and on the Chrysanthemum as the corresponding reasure of November. In reality, both do us valuable service in other months, o far as the garden is concerned the nthemum is more important at mid-ber and in October than it is in Novem-cept in those mild places where Dahlias gonias usually carry on until the approach ember. Such exceptions must be rare ar, with its long series of violent Septem-d October storms, and in no recent year Chrysanthemum proved its value in the garden more thoroughly, Dahlias been battered to pieces before mid-r in hundreds of places. Naturally the r display of Chrysanthemum bloom was to the standard of previous years, but none the less valuable in view of the scarcity of outdoor flowers.

nthemums

t growers of pot Chrysanthemums for ber blooming under glass put their under cover betimes, and very wise they n view of the ferocity of the early October It was a great pleasure to go into the ouse on a day of storm and see the ds rising on their thick stems (three es only in cases where the plants were grown for show blooms). The beginner wing Chrysanthemums for large blooms arn a great deal by examining plants r places a few weeks before the flowering because he can follow the flower-stems ly downward and see where the plants een stopped, thus acquiring information own guidance in future years. He will hat varieties differ greatly in habit and fferent stopping treatment is therefore ry if the best results are to be obtained. sed plants need careful watering and ting in October and November. Mildew most dangerous enemy during the first eeks under glass, because the plants ne open air, as human beings also do. good thing to water them early in the day, d water proves to be needed after ringing t, because with early watering there is r the superfluous moisture to evaporate nightfall, when the ventilation must be l. Nothing is more likely to bring on a ous attack of mildew than excessive heric moisture.

door Chrysanthemums go out of flower se to cut the stems back to the base, so e pots can be lifted to a position close glass; the plants will then push up short ucker growths which make admirable s. Simpler procedure may be pursued desired to propagate garden Chrysan-ms from cuttings. The old plants may d now, trimmed if straggly, shaken the soil clinging to the roots, and pressed ogether in fairly deep boxes without und them. They will not shrivel up if in a mass and put into a well-ventilated ame, but will pass the winter safely and liberal supply of shoots for cuttings when starts in spring. Old Zonal Geraniums ial varieties often respond quite well to treatment. In this case portions of the works" may be put separately into ots as cuttings if convenient; otherwise ole plant may be boxed in a mass with of its kind and kept safe from sharp frost.

and Dahlias

e cases of Cannas and Dahlias it would ise to keep any top growth, only the ed rootstocks being retained. Most growers—and their number is increasing r their stock under the stage of a frost-eenhouse, where the plants generally e winter safely and give fresh growth g provided they are not subjected to drip. writing about the winter care of certain plants one might mention the Hydran-This plant has sustained a remarkable of popularity during recent years, g the development of hybrids, and while irely hardy, passes the winter outdoors in sheltered positions and mild districts, especially near the sea. In cold districts it is wise to grow them in tubs and shift them into a shed when the autumn frosts set in. The Hydrangea has the valuable quality of blooming continuously and profusely month after month until late autumn when suited by the conditions. It has ample spread of foliage, which with a little trimming of the stems forms a symmetrical mound with the large flower-heads surmounting it. Decidedly a shrub to be considered.

Strong Tufty Plants

The practice of selecting certain Violas of good bedding habit and sowing seed of them in cold frames in early June is spreading among those who have frame room. The plants are no sooner nicely rooted than they begin to produce a few flowers, and it can therefore be seen whether all are true to colour well in advance of the period for planting-out, which may be October or early November. If the seed has been obtained from a reliable source there will be few false plants, and after these have been expelled the flowers on the true plants may be picked off. This treatment will result in a stock of strong tufty plants admirably suited to planting-out in autumn for flowering early the following year. They will be at their best in spring, and after that period is past there will be available a further supply raised from cuttings in October.

November is the great month for planting Roses, fruit trees, and deciduous shrubs. (As previously stated in this page, evergreen shrubs are best planted earlier, or else left until April.) On the whole the late autumn bloom of Roses has not been so good as usual, for the reason given above as affecting Dahlias. But it is worthy of note that the Dwarf Polyantha Roses as a whole have held out remarkably well—far better, indeed, than most of the Hybrid Teas and Hybrid Perpetuals.

The "Poulsen" Group

Among the Dwarf Polyanthas I observe that the "Poulsen" group (so named after the Continental hybridist Poulsen) have done particularly well in the face of exceptionally adverse conditions. Ellen Poulsen, Else Poulsen, and Kirsten Poulsen have all been very good, and in view of the fact that the plants come into bloom early in summer and continue to flower almost uninterruptedly until autumn, I confidently recommend people to grow them. Of the Hybrid Teas, one of the very best in autumn in a large collection was that firmly established favourite Shot Silk.

The accepted procedure in planting Roses—deep, rich soil, shallow covering of the roots but firm pressure of a well-booted foot above them—holds good. Most varieties do well at 2 feet apart if the plants are triangular with each other in the rows, but the "Poulsens" just mentioned should have rather more. For bedding in small gardens, where space is limited, the dealer might well be instructed to select compact varieties of the Shot Silk habit. Large sorts of the Hugh Dickson and Frau Karl Druschki habit are not suitable in such cases, good as they unquestionably are in other respects.

Roses in Light Soils

Growers of Roses in light soils will find that the best results follow when it has been found practicable to bury turf under them in place of, or in addition to, manure. If the turfs are placed grass side downward a foot or more below the Rose roots they will decay and form splendid food material for two years at least. Rose growers near a building estate may be advised to keep their eyes open when foundations are being prepared, as turf and topsoil are often available on reasonable terms. As to terms, however, never jib at ten shillings for a heaped cartload, but seize the opportunity with both hands.

MORE DOCTORS WANTED

Once again (says *The Municipal Journal*) the report of the Board of Control indicates that the increase in accommodation in the county and borough mental hospitals does not keep pace with the growth in the number of patients. The shortage of accommodation is, on the whole, not serious; but there has been a slowing down of new building. Unless the net annual increase lessens—and the Board see no reason at present to anticipate this—the shortage of accommodation may become much more serious before it can be appreciably relieved by new construction. The Mental Treatment Act appears to be fulfilling in a large measure the hopes which were associated with the passing of this measure in 1930. The number of voluntary admissions has increased during the year by over 1,100, and this increase is at last reflected in a marked drop in the number of admissions under certificate, which has decreased by 513. Medical men especially will note with interest the gentle rebuke which the Board administer concerning the reduction of medical staff in certain hospitals. It is rather disconcerting to find that, compared with certain Continental hospitals, the medical staff of most public mental hospitals in England is inadequate if patients, particularly new admissions, are to receive the individual attention and treatment they require. Apart altogether from any comparison with Continental practice, it appears from the Board's examination of the position that the number of patients per doctor is often more than any doctor can reasonably be expected to treat, if any real effort is to be made to study them individually. In a social service of this character efficiency must depend to a considerable extent upon the staff.

NORTHFLEET BRANCH DANCE

The Northfleet Branch are holding a Grand Dance at the Factory Hall, Northfleet, on Friday, December 13. Dance music by the Celestians Dance Band. There will be a licenced buffet. If any members of branches in North Kent require tickets they may obtain them from Mr. F. Goss, Honorary Secretary, Health Department, Council Offices, Northfleet, they are priced two shillings and sixpence and include refreshments. Members of the Association will be very welcome.

A series of lectures on "The Hygiene of Youth" is being delivered during the Autumn session, under the joint auspices of the Royal Institute of Public Health and the Institute of Hygiene (Incorporated by Royal Charter), at 28 Portland Place, W.1.

Commencing last month, arrangements have been made for lectures to be given at the Housing Centre, 13 Norfolk Street, London, S.W.1, on the first Monday and the third Tuesday of each month. On November 4, the Rev. Charles Jenkinson (Leeds Housing Committee) speaks on "Differential Rent Relief in Practice in Leeds."

BOOK REVIEWS

MODERN SCIENTIFIC DISCOVERIES

SCIENCE IN THE MAKING, by Gerald Heard (Faber and Faber), 7s. 6d.

The groundwork of these stimulating and entertaining commentaries on current science was a series of B.B.C. talks delivered by the author during 1934, but in the book the talks have been rearranged, expanded, and correlated. As Mr. Heard points out, science is changing our lives, transforming our circumstances and revolutionising our conditions. The author makes a courageous attempt to state in a language which can be understood by the layman the reactions of an ordinary citizen to this most important stream of influence in our social life. The book is divided into three main sections—the front of physics, the front of life and the front of history; and the fascinating nature of some of the problems dealt with may be gathered from some of the sub-headings, "Are we beating disease?", "How are we using our ductless glands?", "The conquest of pain", "News on how we invent," and "Does human nature change?"

This is an age of specialisation, and it is impossible for the layman to keep in close touch with the highly technical developments and discoveries of modern science; but for those who wish to do the next best thing and obtain a bird's-eye-view of the general trend of modern scientific discoveries, I know of no better book than "Science in the Making."—C. K. W.

ROCHESTER'S LETTERS

ROCHESTER, by Professor V. de Sola Pinto (The Bodley Head), 8s. 6d.

Professor Pinto, who is the author of a standard life of Rochester's friend, Sir Charles Sedley, has now written an admirable monograph on John Wilmot, 2nd Earl of Rochester, that brilliant and enigmatic figure in the history of English literature. The hero of numerous escapades at the Court of Charles II, the author of some of the loveliest songs of the Restoration, and also of the fiercest satires, Rochester was converted at the end of his short life (he died at the age of thirty-six) to religion, and died an ardent believer. Professor Pinto introduces him to the modern public as a serious poet and thinker. He finds in him the Marlowe of the Restoration, a poet whose work in spite of its fragmentary character, has indeed "a strange intellectual fire" that makes it live with an intensity not always present in more finished works of art.

The book contains numerous extracts both from Rochester's poems and from his letters. Here is an interesting extract from one letter which he wrote to Lady Rochester, expressing his contempt for the cant about "heroic virtue" which some friends of hers were trying to instil in her mind, and asking her to consider, *How men & women are compounded, that as heate and cold, soe greatness and meanness are necessary ingredients that enter into the making up of everyone that is borne, now when heat is predominant we are term'd hott, when cold is, wee are call'd cold ; though in the mixture both take theire places, els our warmeth would bee a burning, & our cold an excessive freezing, soe greateness or virtue that sparke of primitive grace is in every one alive. & likewise meanness or vice that seede of originall sin is (in a measure, alsoe) for if either of them were totally absent, men & women must bee perfect angells, or absolute divills.*

The book has the character of an anthology of Rochester's best work as well as that of a biography and critical essay.—C. K. W.

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BOROUGH COUNCILS: THEIR CONSTITUTION, POWERS, AND DUTIES, by C. R. Attlee, M revised by A. E. Lauder. (The Fabian Soc 11 Dartmouth Street, Westminster, Lon S.W.1.) 2d. net.

This Fabian Society Tract No. 191 is new. It was first published in March, 1 but it was revised and reprinted in Septen 1935, and perhaps some little glamour attaches to it in view of the fact that Mr. A has just been appointed Leader of His Maje Opposition. It is one of the happiest reference books that I have yet come ac It is by no means a text-book on local gov ment, and, strange as it may seem, it con nothing of a controversial nature. It exactly what it sets out to do and no m It explains the constitution, powers, and d of borough councils, firstly as muni authorities, then as local justices, then as p health authorities, public assistance author and so on.—D. J. P.

MUNICIPALITIES AND THE CO-OPERATIVE M MENT, by P. J. Agnew, J.P. (The Co-op tive Union, Limited, Holyoak House, over Street, Manchester 4.) 1d. net.

This little pamphlet is a reprint of an ar from *The Co-operative Review* by Mr. Agnew, J.P., who is a member of the Sco Sectional Board of the Co-operative Union Chairman of the Scottish Co-operative Part

Starting from the premise that the operative Society and the municipal corpora are both associations of consumers related given territorial area, the author develops growth of local administration from the M cipal Corporations Act of 1835 and then t the growth of municipal trading during past fifty years. Alongside this Mr. Ag very quickly surveys the growth of the operative movement in this country and he stresses the urgent need for early un standing between the labour and the co-oper movements, whereby a bold, courageous p shall be devised indicating clearly the lin advance for a municipality and consum co-operation.

Briefly, he concludes that municipalis should follow the lines dictated by its deve ment during the past century and secure p and control in such services as electri transport, housing, education, and p health, and that consumers' co-operation recognised as the medium by which the duction and distribution of food, clothing domestic necessities of the nation should organised and controlled.

This pamphlet is extremely handy survey of the whole question for both proponent and the opponent of a closer alli between local authorities and the co-oper movement, but it rises above platform troversy; it is definitely educative and, penny a copy, should have a large circula among local government officers.—D. J. P.

CENTRAL PURCHASING, by Douglas M. H A.I.S.A. (Jowett & Sowry, Ltd., Prin Albion Street, Leeds.) 1s. net; post free 1

The subject of central purchasing by a authority is being very seriously discusse certain quarters just now, and it may wel that before very long local authorities will to take steps to ensure that the whole of purchasing will be done through one dep ment.

Naturally enough, as central purcha becomes more and more popular throug the local authorities, a definite technique have to be worked out and developed, Mr. Beck, the Supplies Officer, Works Supplies Department, City of Leeds, is alr a step in front of the times. He has published a very useful little pamphlet taining a scheme for the co-ordination purchases by a local authority.

Quite definitely, this is not a critique of system of central purchasing. In fact, pamphlet assumes that central purchasi here to stay and that, therefore, the best t to do is to get on with the job of organ this particular side of the local author activities.—D. J. P.

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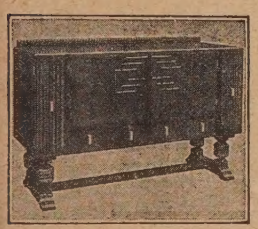

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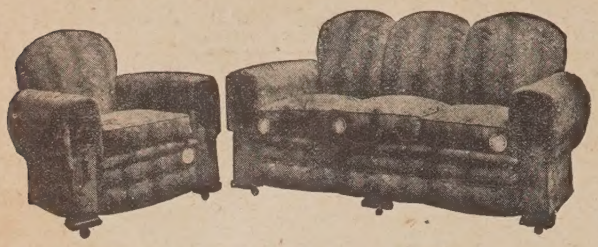

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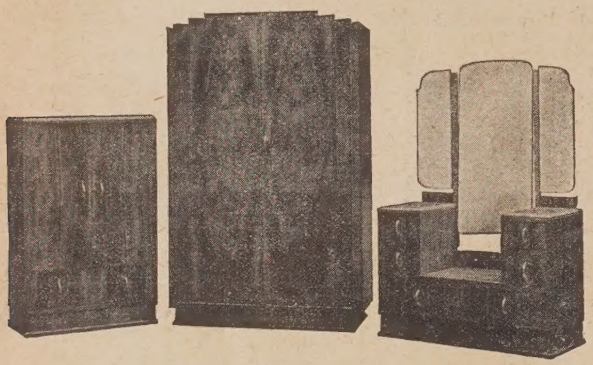

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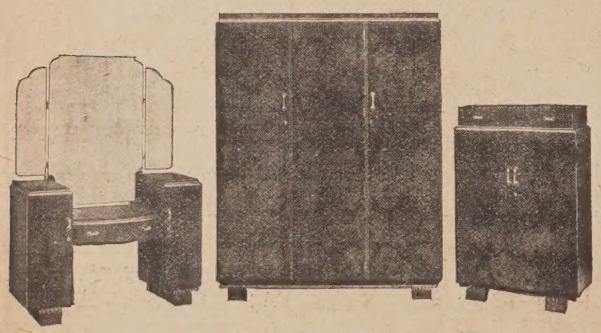

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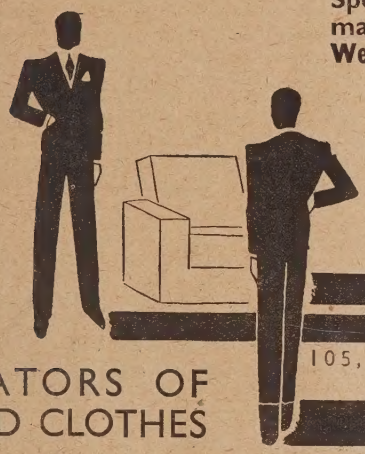

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